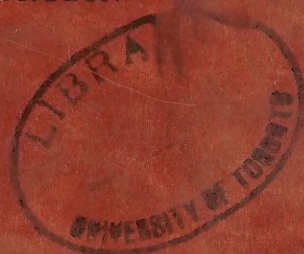


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ROYAL COMMISSION ON THE
TEXTILE INDUSTRY

HON. MR. JUSTICE W. F. A. TURGEON
Commissioner



A. S. Whiteley, Secretary

Gov. Doc Can Com	<u>Minutes</u> VOLUME VI
25th, 26th, 27th, 28th and 29th Days.	
<u>351690</u> 14. 6. 38.	Mr. McRuer

ROBERT BRYDIE
OFFICIAL REPORTER
TORONTO
CANADA



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J.C. McRuer, Esq., K.C.

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Beauregard,

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(Recalled)

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IN THE MATTER OF
THE PROSECUTION

Name of Defendant	Age	Sex	Occupation
John Doe	35	Male	Teacher
Jane Smith	28	Female	Nurse
Bob Johnson	42	Male	Engineer
Alice Brown	31	Female	Lawyer
Charlie White	25	Male	Student
Diana Green	38	Female	Doctor
Eve Black	22	Female	Artist
Frank Grey	45	Male	Businessman
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ROYAL COMMISSION ON THE TEXTILE INDUSTRY

HON. MR. JUSTICE W.F.A. TURGEON,

Commissioner,

A.S. Whiteley, Secretary,

TWENTY-FIFTH DAY

Robert Brydie,
Official Reporter

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ROYAL COMMISSION ON THE TEXTILE INDUSTRY

HON. MR. JUSTICE W.F.A. TURGEON,

Commissioner,

A.S. Whiteley, Secretary,

A p p e a r a n c e s :

J.C. McRuer, K.C., and)
E. Beauregard, K.C.) Commission Counsel,

J.P. Lanctot, K.C. For Special Committee
of Primary Textile
Industries.

C.G. Heward, K.C.)
Aime Geoffrion, K.C.)
and) for Dominion Textile Co.
C.T. Ballantyne,)

S.G. Dixon, K.C. for Courtaulds, Limited,

L.A. Forsyth, K.C. for Canadian Celanese Ltd.
and Canadian Silk Products
Limited.

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STATE OF NEW YORK

IN SENATE,
 January 1, 1900.

COMMISSIONER OF

THE STATE OF NEW YORK,

REPORT

OF THE COMMISSIONER OF THE STATE OF NEW YORK,
 IN RESPONSE TO A RESOLUTION PASSED BY THE SENATE,
 MAY 1, 1899.

ALBANY:
 J. B. LIPPINCOTT & CO.,
 PRINTERS, 1899.

NEW YORK:
 J. B. LIPPINCOTT & CO.,
 PRINTERS, 1899.

FOR THE COMMISSIONER OF THE STATE OF NEW YORK.

FOR THE COMMISSIONER OF THE STATE OF NEW YORK.

FOR THE COMMISSIONER OF THE STATE OF NEW YORK,
 AND FOR THE COMMISSIONER OF THE STATE OF NEW YORK.

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QUEBEC, le 5 Mai, 1936.

LA SEANCE S'OUVRE A TROIS HEURES ET DEMIE DE L'APRES-MIDI.

M. ALFRED BOUCHER est assermenté.

5

INTERROGE PAR ME ELIE B AUREGARD:

Q M. Boucher, quel est votre âge, s'il vous plaît?

R 47 ans.

Q Quelle est votre occupation? R Contre-maitre.

Q Au moulin de Montmorency? R Au moulin

10

de Montmorency de la Dominion Textile.

Q Depuis combien de temps travaillez-vous au moulin? R Dans quel département?

Q Dans la Card Room? Depuis combien de temps travaillez-vous à Montmorency? R 30 ans, monsieur.

15

Q Depuis combien de temps êtes-vous contre-maitre dans le département? R 2 ans, monsieur.

Q Combien de départements avez-vous sous votre juridiction? R Deux départements, monsieur.

Q Lesquels? R Quatrième et cinquième.

20

Q Combien d'employés avez-vous sous votre contrôle?

R 139, jour et nuit.

Q Combien de chaque catégorie? R A la job ou à la journée? Q Combien à la journée?

R 30 hommes de jour, et deux filles. Le jour, 11 hommes, 33 filles. La nuit, 41 hommes; total:

25

139.

Q Combien avez-vous d'employés à la journée?

R A la journée 30 hommes, deux filles.

Q Qu'est-ce qu'ils font, ces gens-là?

R Les gens à la journée travaillent sur les pickers, les deux cards. Les deux filles travaillent comme aides pour changer les machines, à la job.

30

Q Est-ce que ceux de nuit qui sont à la journée font le même genre de travail? R Oui, monsieur.

Q Alors, les autres employés, sont les employés à la pièce? R Les autres employés sont

les employés à la pièce, oui, monsieur.

Q Les employés sur ce qu'on appelle les frames intermédiaires, les speeders, sont les employés à la pièce? R Ce sont les employés à la

job, payés aux cent livres.

Q Payés aux cent livres? R Oui, monsieur.

Q C'est du fil que ces employés-là produisent?

R C'est de la roving pour transmettre pour le fil.

Q C'est de la roving pour transmettre pour le fil?

R Oui, monsieur.

Q A la hank ou à la bobine

R Non, c'est par l'indicateur de la machine qui est une mesure de 840 verges.

Q Comment établissez-vous le salaire à la pièce des ouvriers sur les frames intermédiaires les speeders? R Sur les speeders tenders inter-

médiaires que vous voulez avoir?

Q Oui. R Intermediate tenders, \$16.80

Seize et R \$16.80

Q Quel est le prix que vous venez de mentionner?

R C'est \$16.80 pour 56 heures.

Q Vous avez, je comprends, avec vous, une liste, ce qu'on appelle la liste des taux, le livre noir que vous avez devant vous, monsieur?

R Oui, monsieur.

Q Voulez-vous m'exhiber la page à laquelle vous consultez ce livre. Le livre que vous me communiquez

actuellement est un document préparé par la compagnie.

R C'est les rates fournies de la compagnie au
boss du département pour runner sur sa bebone.

Q Et mis à votre disposition? R Oui, monsieur.

Q A la première page, je vois: témoins comparus à
l'enquête. C^{est} sont ceux de vos employés qui ont com-
paré ici? R Oui, monsieur.

Q Frank Lavoie, Adélard Simard, Marcel Dionne,
Adélard Richaud, Wilfrid Coulet? R Oui, monsieur.

Q Ce sont des employés comparus au cours de cette
enquête, ici? R Oui, des employés de nuit.

Q De nuit? R Oui, monsieur.

Q Des doffers de nuit comparus, ici?

R Non, monsieur, des notes simplement pour moi-
même.

Q Cette partie-là du document n'a pas été mise
à votre disposition par la compagnie?

R Non.

Q Dans ce livre-là, je trouve les noms des témoins
comparus comme témoins, des doffers de nuit, des
doffers de votre département? R Oui, monsieur.

Q Est-ce que ce sont tous vos doffers, cela?

R De nuit.

Q Jean René Bouchard, Philippe Germain, René La-
prise, Lucien Laré, Philias Bois, Eddy Sizard, Emile
Latour, Wilfrid Coulet, Paul Henri Ducloux et Louis-
Philippe Lavoie. Et puis, à l'intérieur: employés
payés à la journée, jour, 30 hommes, 2 filles; la
nuit: 22 hommes. Employés payés à la job: le jour,
11 hommes, 33 filles. La nuit, 41 hommes. Nombre
total d'employés: 139.

Vous avez, ensuite: Nombre de machines, 248.
Machines à la job, 77; machines à la journée, 171.

Production d'un picker, exhaust, 5921.....

R

A Ce sont des notes pour moi, du moulin.

Q Après cela: "Production d'un picker, exhaust..."

A Ce sont des notes que je suis supposé tenir dans mon département.

5 Q Quand avez-vous écrit cela? R Ça toujours été écrit dans le livre, je pense, depuis que je suis pverseer.

Q Vous prétendez que ça toujours été écrit, les témoins? R Seulement les témoins que j'ai marqué après.

10 Q "Doffers de nuit", c'était écrit, avez-vous marqué: témoins comparus à l'enquête? R Oui, monsieur.

Q "Doffers de nuit", c'était marqué avant de marquer: "Témoins comparus à l'enquête?"

A Oui, monsieur.

15 Q C'était déjà marqué? R Oui, monsieur.

Q Dans votre livre? R Oui, monsieur.

Q Et, la liste était écrite avant l'enquête?

A Oui, monsieur, pas les mots: "Témoins comparus à l'enquête". Je savais pas avant l'enquête qu'ils étaient pour venir témoigner.

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PAR ME GEOFFRION:

Q C'est votre écriture, à vous, cela?

A Oui.

PAR ME BEAUREGARD:

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A la première page, vous avez: "Basis 55 Hours. Drawing Tenders, 4 Del'ys". Qu'est-ce que ça veut dire "4 Del'ys"? R Voulez-vous me donner mon livre?

Q Oui, monsieur? R Qu'est-ce que vous me demandez?

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Q Qu'est-ce que ça veut dire: "4 Del'ys"?

3297

Boucher

R 4 Deliveries.

Q Alors, 4 deliveries, \$14.; 5 deliveries, \$15.82;

6 Deliveries, \$15.21; 7 deliveries, \$17.64, qu'est-

ce que vous entendez par Deliveries au sujet des
Drawing Tenders?

R Il y a des jobs qui sont runné 5, 6 deliveries.

Q Qu'est-ce que c'est, des deliveries?

R Un Delivery, c'est un brin de coton.

Q Alors, pour les Drawing Tenders, lorsqu'ils font
quatre deliveries, c'est-à-dire, que c'est quatre
brins?

R Quatre brins sur chaque machine.

Quelles sortes de machines?

R Sur les Drawings.

Q \$14., qu'est-ce que ça veut dire?

R C'est la base qu'ils doivent retirer pour
55 heures.

Q Ils travaillent à la pièce, ces gens-là?

R Ils travaillent par à la pièce, ils travaillent
au cadran, à l'indicateur.

Q Qu'est-ce qu'indique l'indicateur?

R 840 verges.

Q Un hank, cela? R Oui, un hank.

Q Ils travaillent sur l'indicateur?

R Oui, monsieur.

Q C'est-à-dire tant par hank? R Tant par hank.

Q Alors, vous comptez les hanks pour les payer.

R C'est les hanks qu'ils comptent pour les payer.

Q Ils sont payés par la production?

R Oui, monsieur.

Q Alors, comment conciliez-vous le fait que payés
à la production pour 4 deliveries leur donne \$14.?

R La production de 55 heures est supposée leur

donner une base de \$14.

Q Alors, il faut comprendre que dans l'estimation des patrons, le possible de cet employé-là, de cette catégorie-là, le possible du travail sur quatre brins donnerait \$14.? R Oui, monsieur.

Q Cela, c'est 55 heures sans perte de temps, les meilleures conditions, ce qu'on appelle le possible?

R Le possible.

Q Et, s'il travaillent sur du cinq brins, cela voudrait dire que le possible est de \$15.82?

R Oui, monsieur.

Q Pour combien d'heures d'ouvrage?

R 55 heures.

Q 6 Deliveries, 15.31; 7 Deliveries, \$17.64; est-ce qu'il y a longtemps que ce calcul-là est établi, à votre connaissance?

R Ce calcul-là est établi, à ma connaissance, depuis deux ans, je pense.

Q Devons-nous comprendre qu'il n'y a pas eu de modifications, de changements depuis deux ans?

R Oui, il y a eu quelques petits changements, pas beaucoup.

Q Pouvez-vous, dans votre livre, déterminer les changements, s'il y en a eu?

R Non, c'est la seule feuille que j'ai ici.

Q C'est tout ce que vous avez. D'après vous, ça fait deux ans que vous avez cela, il n'y en a pas eu beaucoup. Il y en a eu, lesquels?

R Je sais pas, je peux pas vous dire.

Q S'il y en a eu, vous ne savez pas?

R Non, monsieur.

Q Single Process, \$12.04; qu'est que ça veut dire?

Business

Page

Number was paid to day.

When, if you wish, you may have a copy of the
the program, is for sale at 10¢ per copy, 10¢ per
copy, 10¢ per copy, 10¢ per copy, 10¢ per copy.

When, if you wish, you may have a copy of the
the program, is for sale at 10¢ per copy, 10¢ per
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When, if you wish, you may have a copy of the
the program, is for sale at 10¢ per copy, 10¢ per
copy, 10¢ per copy, 10¢ per copy, 10¢ per copy.

R Je l'ai pas dans mon département.

Q "Slubbers Tenders, \$17.10"?

R \$17.10

Q Comment sont-ils payés, nous devons comprendre
quoi? R Ils sont payés à la hank.

Q Dans votre livre, on ne voit pas apparaître le
mot: "hank"? R Ils sont payés du 100

livres, tant de la hank donne tant du 100 livres.

Q Alors, vous attirez mon attention sur la deuxième
page suivante, et nous allons retrouver les slubbers.
C'est la première entrée: "Drawing & Slubber Tenders".

Est-ce que cela revient au même. Vous m'avez référé
pendant que j'avais la première page, de Slubber Ten-
ders, vous m'avez référé plus loin dans votre livre,

et je lis: Drawing & Slubber Tenders. Est-ce que
ce sont les mêmes que nous avions sous le nom de :
Slubbers Tenders? R Le quatrième étage

Q Indiquez-moi donc alors comment il se fait que
sous l'entête: "Cotton Card Piece Work Rates", je
retrouve les Slubber Tenders, \$17.10 de la première
page?

R C'est les dernières listes des rates.

Q Ce sont les mêmes, \$17.10. Vous avez dit:
"Regardez donc plus loin dans mon livre. Je vous per-
mets de regarder plus loin dans votre livre et je
vous demande de m'indiquer où je vais retrouver les
mêmes Slubber Tenders. Vous m'avez référé à la page
suivante de votre livre?"

R Slubber Tenders, c'est ici, à la cinquième page.

Q Vous avez Slubber Tenders, 6 store, qu'est-ce
que cela veut dire, 6 e. étage?

R C'est le même plancher, numéro 5, on appelle ça
le sixième.

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Boucher

Q Vous avez, à la suite, le mot: pure. qu'est-ce qui est pure? R Pure Cotton et Waste, je pense.

Q Pure Cotton, qu'elle est la quantité du coton? R C'est ici.

Q Le chiffre suivant? R Oui, monsieur.

Q Vous avez 16385, c'est quoi, ce chiffre-là?

R Le nombre de livres sorties.

Q C'est la production comptée en livres?

R Comptée en livres.

Q Donnerait \$17.10 comme salaire de base?

R Comme salaire de base.

Q Sur \$.1044 de base? R Du 100 livres.

Q Je vois que cet état est daté: "Montmorency Branch, August 1st, 1935". C'est la date que cet état de choses-là est venu en force?

R Je peux pas vous le dire la date, c'est pas moi qui l'a faite.

Q Vous ne l'avez pas vu, avant cela?

R Je l'ai pas vu avant ça, non.

Q Vous constatez comme moi, la date est du premier août, 1935? R Oui, monsieur.

Q Alors, vous avez du avoir cette feuille soit le premier août ou après?

R Je l'ai eue après le premier août, seulement ça été référé sur les autres feuilles tel que c'est là, pour la raison que la date.....

Q Ils vous ont remis une feuille, n'est-ce pas, est-ce que la date était marquée, ici? R Oui.

Q Est-ce que celle-ci, du premier août, contient des modifications, des changements sur la feuille précédente, avant la premier août?

3301

Boucher

R Je n'en rappelle pas.

Q Cela, vous ne savez pas? R Non.

Q En retournant à la première page: "Basis 35 Bours"
nous retrouvons: "Drawers & Slubber Tenders, \$16.05".

5 C'est le possible encore? R Le possible.

Q Les Drawers & Slubbers Tenders sont ceux qui sont
indiqués à la page que nous avons déjà consultée,
au cinquième plancher? R Oui, monsieur, au cin-
quième plancher.

10 Q Cette fois-ci, nous retrouvons: 55 hanks?

R C'est les hanks, la grosseur du coton.

Q C'est la grosseur du coton? R Oui, monsieur.

Q Du cinquante-cinq centième de quoi?

R 55 hanks, la grosseur du coton.

15 Q J'ai toujours, compris, jusqu'ici, qu'un hank
était une mesure de longueur et non pas une mesure
de grosseur? R On a grosseur et longueur.

Q Pourquoi un point avant 55. On dirait que c'est
une fraction? R Parce qu'il y a seulement
deux chiffres.

20 Q Est-ce que le point peut signifier avant 55,
est-ce que cela voudrait dire que ce sont des déci-
males? R 55 hanks.

Q C'est le nombre de hanks? R C'est le nombre
de hanks.

25 Q Un hank, c'est 840 verges de long?

R Le numéro de la hank.

Q C'est une façon de reconnaître la hank de telle
grosseur? R De telle grosseur.

Q Point, cinquante-cinq? R Oui.

30 Q Et, le chiffre suivant, 7564, est-ce que cela
serait encore les livres?

3302

Boucher

R Livres.

Q Ceci donnerait, comme possible, \$17.01, c'est cela? R Oui.

5

Q Un prix unitaire de vingt-deux sous, quarante-neuf millièmes de piastre?

R Du 100 livres.

Q C'est comme cela que vous établissez le salaire des Drawing & Slubber Tenders? R Oui, monsieur.

10

Q Avez-vous quelque chose à faire dans vos fonctions pour la préparation des salaires?

R Non, ça m'est transmis par le bureau.

Q Quel usage faites-vous des documents que nous examinons ensemble, quelle est l'utilité pour vous d'avoir ce document-là? R Parce que

15

je suis supposé d'avoir ça dans mon département pour que, si un employé entre dans mon bureau pour avoir des renseignements, je sois en position de savoir le prix de son ouvrage.

Q Continuez votre réponse? R C'est tout.

M. LE COMMISSAIRE:

20

Q Est-ce que cela peut arriver, quelques fois, qu'on passe chez vous pour demander cette question-là?

R Pas depuis que je suis à la shoppe?

Q Personne n'y a jamais été?

R Avant, j'avais pas

25

PAR ME BEAUREGARD:

Q Vous avez un employé du nom de Binard, un des témoins comparus à l'enquête et dont le nom apparaît à la première page de votre livre. Quelle est sa fonction? R Intermediate Tender & Cleaner.

30

Q Intermediate Tender & Cleaner, c'est cela?

R Oui.

3303

Boucher

Q Il travaille sur le "Coarse Color", c'est du fil, cela? R C'est de la roving de la grosseur du coton.

Q Et, ils ne sont pas mieux à la hank?

R Oui, monsieur.

Q Vous n'avez pas d'indication autrement qu'à la hank. Vous avez, ici, la grosseur du coton?

R Oui.

Q Vous avez, ensuite, le nombre de livres?

R Oui, monsieur.

Q Vous avez \$12.30, salaire possible et un prix unitaire? R Oui, monsieur.

Q Le nombre de hanks que vous rumez n'est pas dans votre livre? R Non, monsieur.

Q Ça n'y est pas dans votre livre?

R Non, monsieur, ça y est pas.

Q Combien a-t-il de machines à conduire, Simard?

R M. Simard, quand il travaille sur les gros intermédiaires, à deux machines à conduire.

Q A-t-il déjà conduit trois machines?

R Peut-être, suivant la grosseur du roving.

Q Sur quelle espèce de machine est-il, là?

R Généralement, il est employé sur les intermédiaires.

Q Généralement est-ce qu'il peut faire un Coarse, White et Coarse Color mentionnés dans votre livre? R Il est supposé travailler sur le Coarse.

Q C'est Coarse Color? R Color.

Q Dans votre livre, il apparaît que la production prévue est de 8,138 livres? R Oui, monsieur.

3304

Boucher

Q Et, le salaire possible serait de \$15.50?

R Oui, monsieur.

Q Et, le prix unitaire du 100 livres serait de .1880?

R Oui, monsieur.

5 Q C'est cela, que vous voyez là? R Oui, monsieur.

Q Avez-vous déjà dit à M. Simard quelle était la base du salaire?

R Non, monsieur.

Q Vous ne l'avez jamais dit? R Non, monsieur.

Q Vous l'a-t-il déjà demandée? R Non, monsieur.

10 Q Vous êtes positif à dire qu'il ne vous l'a jamais demandée?

R Oui, monsieur.

Q Vous vous êtes posé cette question-là, depuis l'enquête, de savoir si Simard, à votre connaissance, avait témoigné qu'il était payé au fusil?

15 R Je l'ai vu sur les journaux, simplement.

Q Vous avez vu cela sur les journaux?

R Oui, monsieur.

Q Je lui ai demandé à la page 2410:

"Quel est le tarif de votre salaire, vous êtes payé au hank ou à la piece?"

20

Il a répondu:

"On est payé au fusil"

Q Vous savez ce que ça veut dire?

R Je l'ignore. M. Simard m'a jamais dit à moi qu'il était payé au fusil.

25

Q Vous savez ce que ça veut dire: payé au fusil?

R Oui.

Q Vous comprenez l'expression. Qu'est-ce que cela veut dire, d'après vous: Payé au fusil?

R Je peux pas vous répondre la-dessus.

30

Q Vous faites un signe de la tête. Qu'est-ce que

cela veut dire, d'après vous; payé au fusil. Qu'est-ce que vous comprenez par là?

R Qu'est-ce que je comprends par là?

Q Oui? R Je peux pas vous répondre la-dessus, ce que ça signifie: payé au fusil.

Q Vous dites cela sérieusement, sous votre serment, que vous ne comprenez pas le sens de cette expression-là? R Payé au fusil

Q Vous faites signe des épaules, des bras, des yeux, le sténographe ne peut pas comprendre vos signes. Vous ne comprenez pas ce que cela veut dire?

R Non, monsieur.

Q Vous ne savez pas ce que le témoin entendait par

M. LE COMMISSAIRE: C'est assez formel. Je pense que nous avons compris l'autre jour ce que le témoin voulait dire.

PAR LE BEAUREGARD:

Q Maintenant, M. Chara nous a dit, à la page 2413:

"C'est presque toujours pareil depuis que M. Boucher est là".

Q C'est vous, M. Boucher? R Oui, monsieur.

Q Réponse:

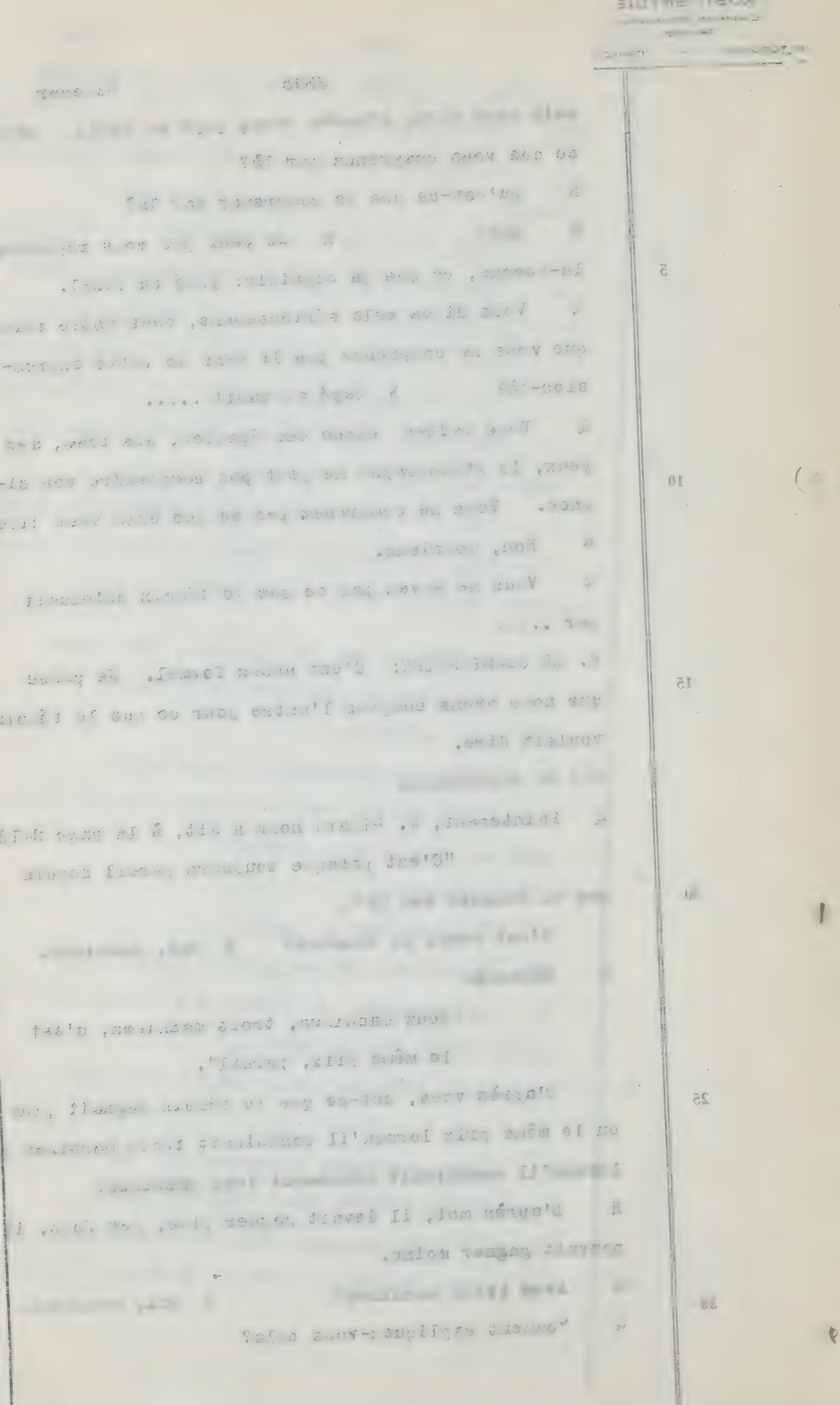
"Deux machines, trois machines, c'est le même prix, pareil".

Q D'après vous, est-ce que le témoin gagnait plus ou le même prix lorsqu'il conduisait trois machines que lorsqu'il conduisait seulement deux machines?

R D'après moi, il devait gagner plus, des fois, il pouvait gagner moins.

Q Avec trois machines? R Oui, monsieur.

Q Comment expliquez-vous cela?



3306

Boucher

R Cela dépend encore de la grosseur de l'ouvrage.

Q Cela dépend encore de la grosseur de l'ouvrage?

R Oui, monsieur.

5

Q D'après le livre que j'ai devant moi, que vous m'avez passé, je constate que les Intermediate Tenders & Cleaners, quatrième, travaillant sur le fil Coarse White Et Coarse Color, le poids de productions possible est de 8543 pour Coarse White. L'autre poids possible pour le Coarse Color est de 8138. Maintenant, quand ils travaillent à la: "Hank & Finer White, la production possible est de 7766 livres, et au: Hank & Finer, Colors", 7398. Vous constatez cela, c'est marqué?

10

R Oui, monsieur.

15

Q Je constate que le chiffre 1530 comme salaire de base est toujours le même?

R Oui, monsieur,

le nombre de livres n'est pas le même.

Q Dans un cas, il faut faire 8543; dans l'autre cas 8138; dans l'autre cas, 7766 livres, et, dans l'autre cas, 7398 livres?

R Oui.

20

Q Ceci est supposé être organisé pour qu'un employé faisant le possible dans chacun des cas obtienne \$15.30. Est-ce que vous comprenez cela comme ça, vous aussi. Le possible des quatre cas est de \$15.30.

25

Il y a des raisons pour que la production soit moindre dans certains cas. Si vous me disiez que la production en livres varie, je comprendrais cela. Mais, les chiffres du possible sont toujours \$15.30?

R Pas les chiffres du possible.

Q La paye du possible?

R Le nombre de

livres n'est pas le même.

30

Q Le nombre de livres n'est pas le même. Dans notre cas, c'est assez facile, d'après ce que je comprends, On calcule aussi facilement pour

3307

Boucher

produire 8543 de Coarse, "hite que pour produire
7398 de Hank à Finer Color. On présume que l'employé
va mettre le même travail et le même temps à produire
8543 livres et, dans l'autre cas, à produire 8398
livres, c'est ça qu'on présume.. Vous constatez cela
parce qu'on lui donne pour le possible de tout son
temps, 32 heures, \$15.30. Alors, comment concevez-vous
que cet homme homme-là, produisant plus de coton sur
trois machines que sur deux est payé moins cher?

R C'est parce qu'on prend la grosseur, jamais le
nombre de spindles total qu'il rume. Ils sont payés
avec le même hank comme si la machine serait pleine.
Voilà pourquoi on est obligé de donner trois ou quatre
frames à un tander qui fait seulement une job.

" L'ouvrier travaille avec une machine qui n'est
pas complète?

A Supposons qu'une machine a 136 spindles et qu'il
y en a que 80 ou 60 qui travaillent. Pour faire une
job dans un tander, nous sommes obligés de lui donner
deux ou trois frames pour la job.

(La feuille 3320 suit)

Q Êtes-vous capable Monsieur Boucher de me faire
le calcul de la paye d'un intermédiaire tander and
cleaner, qui va travailler disons sur la couleur.
Notre livre ne nous dit pas combien il doit y avoir
de spindles en marche. Combien est-il supposé y en
avoir en fonction? R Sur la couleur?

Q Oui? R C'est jamais pareil.

Q Donnez moi l'average? R Je vais vous les
donner. Si un gros frame a 136 spindles il run la
moitié du temps, il run a 100% la moitié du temps.

Q Soixante-douze? R Oui.

Q Des fois plus que ça? R C'est très
rare.

Q Ça arrive? R Ça arrive mais c'est très
rare.

Q Ce qui n'est pas dans votre livre, mais de que
vous nous dites, c'est qui doit y avoir le plus, le
plus qu'il peut y avoir c'est 136 spindles? R Oui,
sur les intermédiaires.

Q Mais qu'il arrive que dans la couleur il n'y
en a pas 136 en fonction? R Presque toujours,
quatre-vingt-dix-neuf pour cent.

Q Supposez qu'il y aurait 100 spindles en fonction,
comment allez-vous mesurer la production de cet
ouvrier là? R Je divise les spindles par
les hanks.

Q Voulez-vous me faire ce calcul là. Prenez une
feuille de papier, et faites moi ce calcul?

Q Quel est le premier chiffre que vous posez dans
votre calcul? R 136 spindles.

Q Vous avez posé le chiffre? R 136,

3311

(Boucher)

c'est le nombre de spindles, divisez par le nombre de hanks.

Q Attendez, vous avez parlé de 136 spindles?

R Oui, c'est le frame plein.

5 Q Mais vous avez mis 1360, qu'est-ce que c'est?

R Le nombre de spindles divisés dans la hank, je suis obligé d'ajouter une décimale pour faire mon calcul.

Q Vous posez par conséquent 136? R Oui.

10 Q Que vous avez l'intention de diviser par?

R Par les hanks rooving, 180.

Q 180, qu'est-ce que c'est? R C'est la grosseur du coton.

15 Q Vous avez présumé que c'était du 180? R Oui, généralement c'est ça.

Q Généralement c'est du 180? R Oui, et n'importe quel hank rooving.

Q Vous divisez le nombre de spindles par la grosseur du coton, et qu'est-ce que vous cherchez?

20 R Le nombre de livres que ça nous donne à la hank.

Q Vous avez trouvé que ça donnait? R Soixante-quinze livres.

Q A la hank? R Oui.

PAR M. LE COMMISSAIRE:

25 Q Ça pèse 75 livres? R Oui.

PAR M. TRS BEAUREGARD:

Q Ce travail là se ait payé combien la cent livres? R Intermediate tender and cleaner,

\$ 1791 cts, (dix sept cents et quatre-vingt onze centièmes).

30

Q Du 100 livres? R Oui.

1887

I hereby certify that the within and foregoing is a true and correct copy of the original as the same appears in the records of the Court.

In testimony whereof, I have hereunto set my hand and the seal of the Court at the City of Toronto, this 1st day of January, 1887.

ROBT. BRIDIE,
Clerk of the Court.

Witness my hand and the seal of the Court at the City of Toronto, this 1st day of January, 1887.

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Q Alors établissez-nous ce que vous avez trouvé, vous avez trouvé 75 livres? R Oui, \$0.1791 le 100 livres, ça donne 14½ cts, attendez je vais vous mettre ça plus facile, \$0.1362/100.

5 Q Pour 75 livres de coton, de la qualité que vous venez de mentionner? R Oui.

Q En prenant comme base qu'il y a 136 spindles en fonction? R Oui.

Q S'il n'y en a que 100, vous modifieriez votre calcul? R On ferait la même chose.

10 Q C'est le même procédé? R Oui.

Q L'employé pour connaître son salaire, devrait tenir compte du nombre de hanks sur la machine?

R Oui, monsieur.

Q Du nombre de spindles en fonction? R Oui.

15 Q Savoir combien il a produit de hanks? R Oui.

Q Avec du coton de tel numéro? R Oui, monsieur.

Q Comment va-t-il connaître le nombre de hanks, comment va-t-il savoir le numéro du coton? R Comment il va le savoir?

20 Q Oui? R C'est affiché au bout de ses frames.

Q Qu'est-ce qui est affiché? R Si c'est du 180 hank, c'est marqué.

Q Si c'est du No. 180 hanks? R Oui.

25 Q Ca c'est affiché? R Oui.

Q Le prix de ce coton là où est-il marqué à la hank? R C'est pas marqué.

Q Depuis combien de temps le prix n'est pas marqué? R C'est... je ne me rappelle pas, ça fait beaucoup longtemps.

30 Q Trois ans à peu près? R Quatre ans, trois

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3313

(Boucher)

ans, ça se peut.

Q Avant c'était marqué? R Non, pas sur les machines.

5 C'était marqué où? R C'était supposé de sortir les tanks pour le prix, il sortait le tank sur un tableau que les gens allaient voir.

Q Est-ce que les employés d'une façon générale, ne connaissaient pas le prix à la tank? R Ca je le sais pas, il y a quelques années.

10 Q Vous étiez là, ça fait trente ans que vous êtes là? R J'étais pas supposé avoir la charge de bois.

15 Q Mais sans être boss, dites-vous positivement M. Boucher que vous savez pas, s'il y a quelques années, les ouvriers étaient en mesure de connaître mieux qu'aujourd'hui le prix de leur travail, sous le serment que vous avez prêté? R Je peux pas répondre qu'en général ils le savaient, quelques uns pouvaient le savoir.

20 Q Vous ne savez pas qu'en général les employés le savaient, mais vous dites que quelques uns pouvaient le savoir? R Oui.

Q Alors d'après vous les ouvriers n'ont jamais su, en général, combien ils gagnaient? R Je le sais pas.

25 Q Vous ne savez pas, si les ouvriers ont jamais su, en général, combien ils gagnaient? R Non.

Q Ca fait deux ans que vous êtes contremaître?

R Oui.

30 Q Et ça fait trente ans que vous êtes là?

R Oui, monsieur.

1015

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3314

(Boucher)

Q Est-ce vrai que Simard a refusé de travailler sur trois machines?

R Je l'ignore, j'en ai pas entendu parler.

Q Vous n'en avez pas entendu parler? R Non.

Q Est-ce que ce n'est pas à vous qu'il a refusé de travailler sur trois machines, s'il a refusé à quelqu'un?

R Ca doit être la nuit, et la nuit je ne suis pas là, et personne n'en a parlé.

Q Ca se serait passé entre lui et le péchant de nuit?

R J'en ai pas entendu parler.

Q Vous en avez pas entendu parler? R Non, monsieur.

Q Maintenant monsieur Boucher, vous avez un nommé Goulet, qui a comparu comme témoin, c'est marqué dans la première page de votre livre?

R Oui.

Q Vous n'étiez pas ici quand Goulet a comparu comme témoin?

R Non.

Q Qui vous l'a dit? R Je l'ai vu sur le journal.

Q Vous n'avez pas pris informations ailleurs?

R Non, monsieur.

Q Qu'est-ce que fait Monsieur Goulet? R Il est doffer.

Q Les doffers eux comment sont-ils payés? R Ils sont payés aux bobines.

Q Vous avez une page, la page suivante de celle que nous venons de voir, c'est marqué: "Montmorency Branch, August 1st, 1935, Card Room piece work rates, "doffers, basis \$9.50 per 55 hours, 14000 bobbins, pr. 100 lbs" qu'est-ce que ça veut dire, expliquez-nous ça, qu'est-ce que ça veut dire, qu'est-ce que ça vient faire ce bobines là?

R C'est de lesoter

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dans la machine et les remettre, c'est pour le département de la spinning.

Q Qu'est-ce que ça fait un doffer, expliquez-nous ça?

R D'otar les roving pleines, mettre d'autres bobines et d'attacher les brins, et faire partir la machine.

Q Vous en avez combien de doffers vous? R Dix de jour et dix de nuit.

Q Qu'est-ce que viennent faire les 14000 bobines là? R-C'est supposé que dix doffers doivent doffer 14000 bobines.

Q Un doffer ne travaille pas toujours sur la même machine, ne doff pas toujours sur les mêmes machines? R Non.

Q Les dix doffers travaillent sur toutes les machines du département? R Oui.

Q C'est comme ça? R Oui.

Q Pour les doffers, ils sont à la pièce et en même temps à l'heure, c'est à dire que toutes les machines forment une masse pour établir leurs paiements, alors ils doivent tous gagner le même prix?

R Oui, mais ils travaillent pas tous les mêmes heures.

Q Les doffers qui travaillent le même nombre d'heures reçoivent le même prix, c'est ça?

R A l'heure, sur une base de...

Q Comment faites-vous la conversion du nombre de bobines en heures, vous paraissez avoir une base de \$9.30 pour 55 heures, ceci veut dire, qu'un doffer, ne peut pas espérer faire plus que \$9.30? R Oui.

Q Que pour faire ce \$9.30, il doit, lui et les autres manipuler 14000 bobines, est-ce correct.

3316

(Boucher)

il doit faire l'ouvrage sur 14000 bobines?

R Oui, monsieur.

Q \$9.60 c'est son salaire, pendant cinquante-cinq heures, avec tous ses compagnons, c'est correct?

R Oui.

Q Comment faites-vous la conversion de 14000 bobines en heures? R En heure... Je l'ai jamais fait, parce que je suis pas supposé de le faire, je suis pas supposé, la paye est faite par le bureau.

Q Attendez, vous dites que vous êtes pas supposé faire la paye, j'admet que vous ne faites pas la paye, mais vous devez être capable, comme étant du département, de dire à un homme qui viendrait prendre connaissance de son salaire, voici pourquoi vous avez gagné tel prix? R Oui, par heure^{es} qu'il a travaillé et le nombre de hanks sortis de la machine, je suis capable de dire à un doffer comment il devait être payé et comment il doit avoir retiré.

Q Vous aviez pas parlé des hanks pour les doffers, vous en parlez maintenant? R Oui, la marche par la production, si la production est pas sortie pour les 14000 bobines, là...

Q Est-ce que les bobines doivent nécessairement avoir la même production jour par jour, est-ce que 14000 bobines auront toujours la même production que 14000 bobines?-

R Ca varie.

Q Le doffer doit travailler sur les 14000 bobines?

R Oui.

Q Vous semblez dire qu'il est intéressé dans la production, non seulement dans la manipulation des bobines, mais dans la production de fil? R Oui.

Q Je ne vois pas dans votre base de calcul, votre base de calcul c'est 49.50, 55 heures, 14000 bobines, y a-t-il d'autre chose dans cette base qui concerne les doffers? R Non.

Q En dehors de la page? R Non.

Q Ma ntenant vous faites intervenir les hanks. Comment interviennent-ils pour modifier cette base que vous avez dans votre livre? R Les hanks sortis sur la machine.

Q Sur toutes les machines? R Oui.

Q Comment conciliez-vous les hanks avec les bobines? R Tant de bobines pèsent tant max d'onces sur chaque machine, quand les doffers ran, comprenez-vous?

Q Vous m'avez pas compris. Je vous ai demandé si 14000 bobines donnaient toujours la même production que 14000 bobines, vous avez dit non? R J'ai pas compris, j'ai compris que vous vouliez me demander si c'était toujours 14000...

Q Ca c'est le possible? R Oui.

Q C'est pas toujours? R Non, je vous ai répondu que ça variait ça.

Q C'est pas toujours 14000 bobines? R Non.

Q Mais c'est le gros possible? R Oui.

Q Etes-vous d'opinion que 14000 bobines donnent toujours la même production que 14000 bobines?

R Je ne comprends pas la portée de votre question.

M. BEAUREGARD: Relisez donc la question.

Q Etes-vous d'opinion que 14000 bobines donnent toujours la même production que 14000 bobines?

R Je ne comprends pas.

1. The first of the two main parts of the report is a summary of the work done during the year. This is followed by a detailed account of the work done in each of the four main branches of the profession, namely, auditing, taxation, valuation, and general accountancy. The report then goes on to discuss the work done in connection with the various committees and sub-committees of the Institute, and finally, it concludes with a statement of the financial position of the Institute for the year.

2. The second part of the report is a statement of the accounts of the Institute for the year. This is followed by a statement of the assets and liabilities of the Institute, and finally, it concludes with a statement of the income and expenditure of the Institute for the year.

3. The third part of the report is a statement of the work done in connection with the various committees and sub-committees of the Institute. This is followed by a statement of the work done in connection with the various committees and sub-committees of the Institute, and finally, it concludes with a statement of the work done in connection with the various committees and sub-committees of the Institute.

4. The fourth part of the report is a statement of the work done in connection with the various committees and sub-committees of the Institute. This is followed by a statement of the work done in connection with the various committees and sub-committees of the Institute, and finally, it concludes with a statement of the work done in connection with the various committees and sub-committees of the Institute.

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9. The ninth part of the report is a statement of the work done in connection with the various committees and sub-committees of the Institute. This is followed by a statement of the work done in connection with the various committees and sub-committees of the Institute, and finally, it concludes with a statement of the work done in connection with the various committees and sub-committees of the Institute.

10. The tenth part of the report is a statement of the work done in connection with the various committees and sub-committees of the Institute. This is followed by a statement of the work done in connection with the various committees and sub-committees of the Institute, and finally, it concludes with a statement of the work done in connection with the various committees and sub-committees of the Institute.

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(Bolcher)

Q Alors comment les hanks, si la production n'est pas la même, si le nombre de hanks n'est pas le même? R Il n'est pas le même.

5 Q Dans votre livre les hanks n'interviennent pas, on ne parle que des bobines? R Oui.

Q Vous vous faites intervenir les hanks? R Oui, monsieur.

10 Q Faites-moi donc la paye de mon doffer, supposez qu'il ait remué 14000 bobines, ou supposez qu'il ait remué 10000 bobines, qu'il y ait dix doffers dans une quinzaine, travaillant sur 10000 bobines 55 heures? R Je vais commencer par prendre tous les hanks des machines qu'ils ont doffé dessus.

15 Q Qu'est-ce que vous faites quand vous les avez? R Vous voyez, la pesanteur ça donne un tel prix,

Q Faites-moi ce calcul là? R Je ne suis pas capable de le faire ici.

20 Q Si un doffer allait vous trouver dans votre bureau? R Je serais capable de les lister, tout à votre disposition.

Q Qu'est-ce qu'il vous faut avoir à votre disposition? R Les hanks, le nombre d'heures.

25 Q Sur les heures je vous en donne cinquante-cinq, sur les bobines je vous donne 10000, sur les hanks je vais vous les laisser choisir, prenez votre crayon et faites moi la paye d'un doffer?

R Je ne suis pas capable de la faire ici.

30 Q Je n'admets pas ça que vous êtes pas capable de faire un calcul ici, quand vous êtes capable de le faire dans votre bureau? R

Q Pourquoi n'êtes-vous pas capable de la faire ici,
vous venez de dire que ce qui vous manque c'est le
nombre de nanks, choisissez-vous un quelconque nombre de
nanks que vous voudrez?

5 Par M. le COMMISSAIRE: Nous pourrions peut être
suspendre son témoignage et pour lui donner le temps de
faire le calcul.

PAR M^{RE} BEAUREGARD: C'est bon, prenez une
feuille de papier, faites votre calcul, et nous con-
tinuerons tantôt.

(Le présent témoignage est présentement suspendu)

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15 (JOSEPH BINETTE)

Lequel témoin est assermenté.

Par M^{RE} BEAUREGARD:

Monsieur Binette, quel âge avez-vous s'il vous
plaît? R Cinq dante-sept ans.

20 Quelle est votre occupation? R Assistant
contremaître.

Q Dans quel département? R Du filage.

Q Depuis combien de temps êtes-vous assistant
contremaître dans ce département? R Quarante-deux
25 ans, j'ai été douze ans premier contremaître, au-
jourd'hui je suis assistant contremaître.

Q Combien de temps avez-vous été contremaître?

R Douze ans.

Q Et depuis combien de temps êtes-vous assistant
contremaître? R Là ça fait deux ans, mais j'ai

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été avant, a 30 ans assistant contremaître.

Q Votre carrière, c'est trente ans assistant contremaître, 12 ans contremaître et deux ans assistant contremaître? R Oui, monsieur.

5 Q Au département des fileurs, sur les mules?

R Oui, monsieur.

Q Vous êtes le meilleur homme pour nous parler de ça? --- Vous vous avez actuellement sous votre contrôle les neuf mules? R Oui, vous êtes mieux renseigné que moi.

10 Q Qui sont restées sur les 20 ou 22 mules qu'il y avait? R Il y en avait vingt-trois.

Q Les autres ont été démolies, déplacées?

R On les a jetées dehors, elles étaient plus à la mode.

15 Q Il en est resté neuf? R Oui.

Q Ça, dans votre département? R Oui.

Q C'est dans votre département que travaille Monsieur Mathieu? R Oui.

20 Q Monsieur Mathieu et un autre témoin sont venus nous conter une drôle d'histoire? R Herménégilde Tremblay.

Q Ils sont venus nous expliquer une histoire étrange par laquelle on apprend.... Monsieur Binette c'est vous même? R Oui.

25 Q Vous les aviez invités à les placer chacun un nommé fileur et l'autre aide-fileur? R Un fileur et un piecer.

Q C'est un aide-fileur? R Oui.

Q Ces hommes étaient autrefois tous des fileurs?

R Oui, monsieur.

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Q Quand vous vous êtes déraité d'un certain nombre de miles, vous avez reculé une partie d'entre eux au degré d'aide-fileurs? R Oui.

Q Et ça amène un salaire moindre ça? R Oui, la moitié.

Q Est-ce vrai quela fonctionnement établi dans ce département là, c'est que un tantot agit comme fileur et l'autre comme aide fileur, et tantot l'autre agit comme fileur et l'autre aide fileur?

R Non.

Q C'est toujours le même fileur? R Oui.

Et toujours le même aide-fileur? R Oui.

Q Seulement le changement c'est dans la paye? L'un reçoit une grosse paye et l'autre une petite paye? R Oui.

Q Et vous les avez invités à partager entre eux leurs payes pour se mettre égaux? R Partager?

Q Qu'est-ce que vous avez dit là? R Je pense que c'est eux autres qui ont demandé pour séparer.

Q Dites donc ce que vous avez dit, et ce qu'ils ont dit? R Ça se peu que je l'aie dit: vous

seriez mieux séparé entre vous: mais je pense que c'est un des fileurs qui a demandé ça.

Q Racontez nous ça? R D'abord ça ça s'est passé quand on est venu pour faire le changement, on devait mettre un "stag", un jeune homme avec un fileur, en mettant un jeune homme avec le fileur, il aurait fallu qu'ils s'en aillent, que le fileur s'en aille.

Q Vous l'auriez mis à la porte? R S'il avait pas accepté on l'aurait pas mis à la porte, il se serait en allé de lui même.

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Q Il se serait en allé chez lui? R Oui, mais il a accepté d'être piecer.

Q La moitié de l'équipe a accepté d'être fileurs et l'autre moitié d'être piecers? R Oui.

5 Q Parce que si vous ne prenez pas ça, s'ils ne prenaient pas ça ils s'en allaient? R Justement.

Q Ensuite? R Dans tous les cas c'était supposé que ce qu'il ferait dans une paye, il était supposé la séparé, si un gagnait \$18.00 par exemple le piecer gagnait \$18.00...

10 Q Par quinzaine? R Oui, le fileur \$40.00, ça faisait \$58.00, ça il coupait ça en deux, comprenez-vous?

Q Ca fini là? R J'ai pas d'autre chose à vous dire, c'est bien court et bien simple.

15 Q Pourquoi dites-vous: qu'il était supposé; comment est-ce arrivé, moi je ne suis pas obligé, je ne suis pas supposé vous donner la moitié de ma paye; comment est-ce qu'il était supposé, d'où ça vient qu'il était supposé? R Ils ont accepté

20 Q Ça. R Oui, les fileurs. Q Qui a suggéré d'accepter ça? R Ça doit être le fileur qui a suggéré ça de séparer en deux.

Q Dites-vous que c'est celui qui avait la grosse paye qui a proposé de la diviser? R Oui, monsieur.

25 Q Est-ce que vous ne venez pas de dire que le fileur avait \$40.00 et l'autre \$18.00 par quinzaine, et maintenant vous êtes après dire que c'est le fileur qui a proposé ça? R Il était consentant de diviser en deux.

Q Qui? R Les fileurs.

30 Q Avec qui? R Les piecers

Q Comment se fait-il que vous savez qu'ils étaient consentant, on le sait pas, vous vous dites qu'ils étaient consentants? R C'est un des fileurs qui a demandé ça, je peux pas dire qui est-ce.

5 Q Vous dites qu'un fileur a proposé de partager avec le piccer? R Je le comprends comme ça, un fileur gagne \$40.00, comprenez-vous, un autre en gagne \$18.00, ça fait \$58.00, il sépare en deux, tous les deux, les deux fileurs sont consentants de séparer.

10 Q D'où est-ce venue cette habitude là, vous séparez-vous avec l'assistant contre maître, vous?

R Non, vous ne comprenez pas, ces fileurs là se seraient trouvés en dehors et avaient plus de job.

15 Q Je comprends pas ça? R Les fileurs et les piccers ont consentis, tous les deux ensemble, de séparer leurs payes.

Q Qui a proposé aux fileurs de \$40.00 de partager avec les piccers de \$18.00? R C'est eux autres mêmes.

20 Q Les fileurs? R Oui, les piccers gagnaient rien que \$18.00 l'autre en aurait gagné \$40.00.

Q Parce que la compagnie mettait un fileur comme piccer, et le faisait tomber par conséquent de \$40.00 à \$18.00 ou le mettait dehors, son compagnon de travail de mule a dit: je vais te donner la moitié de ma paye? R Non, ça été proposé.

25 Q C'est ce que je veux savoir. Par qui et à qui? R On s'est parlé de ça un samedi midi, tout le monde avait fini.

30 Q C'est vous et les autres? R Oui.

Q Racontez ça à la Cour? R Je ne peux pas dire au juste qui a proposé ça.

Q C'est devant vous ça? R Oui.

Q Un monsieur qui avait la petite paye est supposé avoir proposé quoi devant vous? R De déparer en deux, ça leur ferait chacun \$29.00 par quinzaine.

Q Tout le monde a dit oui? R Tout le monde a accepté, ils ont pas dit: je m'en vais.

Q Fallait-il dire Je m'en vais? R Leur job était finie.

Q Dites-vous que si le fileur pouvait pas garder sa position s'il avait dit, non, j'ai \$45.00, et je sèpare pas? R Le fileur avait \$45.00, il s'en serait pas en allé, il avait sa job, on aurait choisi dans les fileurs les plus vieux.

Q Qu'est-ce que vous auriez fait de ces vieux fileurs là? R On leur aurait donné un fileur plus jeune, vous comprenez, c'est en partie des gens mariés qu'il y a là.

Q S'il avait pas accepté de diviser avec l'autre, il perdait l'ouvrage? R Les fileurs qui sont restés aujourd'hui l'ont accepté.

Q De partager avec les autres? R Oui.

Q De donner une partie de leur paye de façon que tous deux aient le même salaire? R Oui, justement.

Q Est-ce que le fileur qui avait droit à la paye avait droit de refuser de partager? R Justement.

Q Il avait droit de refuser? R Oui, voyez-vous le fileur lui gagne \$45.00, il pouvait avoir moins d'années de travail à la manufacture.

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Q Savez-vous quel âge a Monsieur Mathieu, si vous ne le savez pas je vais vous le dire? R Cinquante deux ans.

5 Q S'il a cinquante-deux ans c'est pas un jeune homme? R Non, mais il y en a de plus vieux que lui.

Q S'il a 52 ans, il peut être fileur? R C'est un bon fileur, ils sont tous des bons fileurs.

10 Q Qu'est-ce qu'il serait arrivé s'il avait dit, moi la grosse paye je la garde, arrangez-vous?

R Si l'autre avait pas accepté?

Q L'autre c'était plus facile, il avait la moitié de sa paye, si Mathieu avait pas accepté qu'est-ce qui serait arrivé? R Il a accepté.

15 Q Mais s'il avait pas accepté? R Ah...

Q Vous faites un geste terrible, vous avez l'air de dire: les conséquences j'en sais rien.

20 Q Qu'est-ce que je dois comprendre? R Les conséquences il y a pas de doute qu'on l'aurait pas mis dehors, peut être que son associé avait plus d'années d'expérience, on aurait dit: tu vas être piécé, t'es plus jeune que lui.

Q Qui est l'associé de Mathieu? R Dans ce temps là.

25 Q Actuellement qui est son associé? R Il travaille de nuit, c'est un nommé Georges Mathieu,

Q Qui est son associé? R Son associé, c'est Georges Mathieu.

Q Quel âge a-t-il? R 53 ans.

Q Auriez-vous pris 52 ou 53 ans comme fileur?

30 R C'est une affaire difficile, dans ce temps là, on aurait choisi, il y en avait d'autres plus

vieux.

Q Ces "jeunes hommes" là auraient pu être expulsés après quarante ans de service? R Non, on les aurait pas clairé, ils se seraient en allés d'eux autres même, ils avaient plus de machines.

Q Vous vous faites une différence entre un monsieur qui laisse, qu'on laisse sortir tranquillement et un autre qu'on met dehors? R Il y a d'autres jobs dans le moulin.

Q Y a-t-il d'autres fonctions qui payent \$9.00 par semaine? R Oui.

Q Vous aviez une chance d'en trouver une autre?

R On aurait pris le moyen d'en trouver une.

Q Et c'est comme ça que ça s'est passé? R Oui.

Q Devant vous ce marché là s'est fait? R Oui.

Q Cet arrangement qu'ils partageaient leurs payes? R Oui.

Q Ça continué de s'observer? R Oui.

Q Ils ont pas l'air bien content par exemple?

R Ils ont pas l'air trop trop de méchante humeur, quand ils font leur temps plein, quand ils font cinquante cinq heures.

Q Combien est-ce que ça leur donne? R Il y a des fileurs, cette paye-ci qui ont retiré \$64.00 à eux deux.

Q Ça fait \$32.00 chacun? R Oui.

Q \$16.00 par semaine? R Oui.

Q Nommez les donc ces fileurs qui ont gagné \$16.00 par semaine?

R Un nommé Giroux, Dollard Parent.

Q Sur vos maies? R Oui, et François Cauchon,

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il y a une autre affaire à expliquer là dedans, Dollard
rarent il travaille cinq jours d'ouvrage, il a travaillé
cinq jours d'ouvrage et Francis Caichon cinq jours
d'ouvrage, ils ont retiré à peu près la valeur de
5 \$13.00 chaque, l'autre fileur a retiré \$40.00, c'est
une affaire de \$60.00, c'est quelque chose.

Q Mathieu et son compagnon de male combien ont-
ils fait eux autres, le savez-vous? R Je ne peux pas
dire au juste.

10 Q A peu près, les autres vous le savez- vous devez
le savoir à peu près pour ceux là? R J'ai pas aucune
mémoire sur ça, on peut pas tout vous donner ici,
vous comprenez, il y a tant d'affaires.

15 Q C'est parce que vous sortiez un gros faillet,
je pensais que c'était un mémoire? R Un homme
qui n'est pas instruit a toujours un gros papier de-
même dans sa poche, ça sert toujours. Celui là que je
vous ai dit, c'est \$60.00 à deux, si je ne me trompe
pas, il y en a deux a tres qui ont retiré \$64.00,
ils ont été payés à 45 cts de l'heure.

20 Q Comment ça? R C'est moi qui dit ça, sur la
production.

25 Q Expliquez moi ça, puisque c'est pas moi qui
vous ai amené sur ce terrain là, vous devez être com-
pétent. Comment expliquez-vous ça, vous dites qu'ils
sont à la production, et dans la même phrase qu'ils
sont sur une base de 45 cts de l'heure? R S'ils
travaillaient à la journée, ça leur donnerait à peu
près ça 40 à 45 cts de l'heure, sur la base qu'ils
ont fait \$64.00, chacun \$32.00.

30 Q Vous avez dit qu'ils étaient sur la base de

de 45 cts de l'heure? R J'ai dit ça tout bonnement.

Q Comment se fait-il que tout bonnement, vous dites qu'ils sont à la production? R Tous, Oui.

5 Q Qu'est-ce que vient faire ici le 45 de l'heure? R S'ils travaillaient à la journée.

Q Sur quoi vous basez-vous pour dire ça?

R Sur la production.

Q Pour dire combien ils gagnent de l'heure?

10 R Oui.

Q Vous avez pas un livre vous? R Non, j'ai un monsieur qui a tout ici, le premier contremaître a tout dans ses poches.

Q Il est ici? R Oui.

15 Q Il est prêt à répondre lui? R Oui, pas mieux que moi, il vous en dira pas plus long ni plus court, la même affaire.

Q C'est de M. Clarke que vous voulez parler?

R Oui.

20 Q Qui est l'associé de Mathieu, de Philippe Mathieu?

R Il travaille la nuit, c'est Georges Mathieu.

Q Quelle a été la dernière paye de Philippe Mathieu et de Georges Mathieu? R Je ne pourrais trop vous dire, pour moi il doit avoir retiré \$35.00, \$36.00.

25 Q Philippe c'est la grosse paye? R Oui.

Q Son associé a retiré combien? R \$15.00 à \$16.00.

Q La petite paye? R Ils ont pas travaillé plein temps.

30 Q Combien travaillez-vous dans ce temps-ci trois, quatre jours par semaine? R Trois, quatre jours.

1911

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Q Cette semaine oi? R On le sais pas, c'est rien qu'aujourd'hui mardi.

Q Vous le saurez pas d'avance? R Oui.

Q D'avance vous pouvez pas savoir, mardi, vous le saurez rien que demain? R Tout possible qu'on va le savoir.

Q Combien de temps avant de renvoyer les ouvriers savez-vous qu'il y a pas d'ouvrage pour le reste de la semaine? R Mercredi.

Q Si les ouvriers ne doivent pas travailler jeudi vous allez leur dire mercredi? R Ce soit ou demain.

Q Vous travaillez rien que trois jours par semaine?

R Rien que depuis une couple de semaines.

Q Vous travaillez trois jours par semaine?

R Oui, trois jours par semaine.

PAR M^{RE} GEOFFRIOW: J'ai demandé à M. McKaner et nous avons décidé de suivre les suggestions de votre Seigneurie, de faire l'enquête de la défense ici, quant aux questions locales, si nos savants confrères m'accorderaient, me donnaient une demi-journée, nous ferions cette enquête, et nous pourrions entendre tous les contremaîtres tous ensemble.

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(Le témoin Boucher continue son témoignage)

PAR M^{RE} BEAUREGARD:

Q Nous avons suspendu votre témoignage pour faire en camera le calcul de la paye du doffer, vous êtes revenu avec un calcul que vous voudrez bien nous expliquer? R Oui.

1911-1912
M. J. BRYDIE & CO. CHARTERED ACCOUNTANTS
100 BAYVIEW AVE. TORONTO, CANADA

TO THE SHAREHOLDERS OF THE CANADIAN PACIFIC RAILWAY COMPANY

FOR THE YEAR ENDING 31st DECEMBER 1912

WE HAVE THE HONOUR TO ACKNOWLEDGE THE RECEIPT OF YOUR REPORT

AND TO ADVISE YOU THAT THE SAME HAS BEEN FORWARDED TO THE BOARD OF DIRECTORS

FOR THEIR CONSIDERATION AND ACTION

Yours faithfully,
M. J. BRYDIE & CO.

CHARTERED ACCOUNTANTS

100 BAYVIEW AVE. TORONTO, CANADA

TELEPHONE 411-1

1913-1914

M. J. BRYDIE & CO. CHARTERED ACCOUNTANTS

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TELEPHONE 411-1

1915-1916

M. J. BRYDIE & CO. CHARTERED ACCOUNTANTS

100 BAYVIEW AVE. TORONTO, CANADA

TELEPHONE 411-1

1917-1918

M. J. BRYDIE & CO. CHARTERED ACCOUNTANTS

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TELEPHONE 411-1

1919-1920

M. J. BRYDIE & CO. CHARTERED ACCOUNTANTS

100 BAYVIEW AVE. TORONTO, CANADA

TELEPHONE 411-1

1921-1922

M. J. BRYDIE & CO. CHARTERED ACCOUNTANTS

100 BAYVIEW AVE. TORONTO, CANADA

TELEPHONE 411-1

3331 (BOUCHER)

Q Voulez-vous me donner le livre noir. Votre premier chiffre posé sur le papier c'est 1219, c'est quoi? R Le nombre de livres pour le rate du 100 livres.

Q Prenez le cahier, et trouvons ça dans votre cahier, nous constatons que les doffers sont payés sur la base de \$9.60- 55 heures, 14000 bobines, il y a pas de 100 livres, où avez-vous pris ça. Combien par 100 livres, là ce sont les slubbers, les intermédiaires, les speeders, qu'est-ce qu'ont les doffers à faire avec ce 100 livres, ils travaillent sur les bobines de 9 onces, de 22 onces et de 25 $\frac{1}{2}$ onces, mais je vous ai demandé tantôt si 14000 bobines donnaient toujours la même quantité de fil que 14000 bobines, vous avez dit non. Sur cette indication ici il n'en est pas question de hanks, maintenant vous attirez mon attention sur les mots "rate per 100 pounds"? R Oui.

Q Qui se trouve dans l'entreligne, entre ce que nous venons de lire, quant à la base des doffers.

Me. BRAUREJARD. M.le stenographe vous copiera cette feuille pour bien se comprendre:

" Montmorency Branch, August 1st, 1935.

DARD ROOM PIECE WORK RATES.

Doffers.

Basis: \$9.60 per 55 Hours- 14000 Bobbins.

"Slubber, 10"	25.5 ozs per bobbin	Rate per 100 lbs.
		\$.0430
"Intermediates	22.5 " " "	\$.0488
"Speeders.	9 " " "	.1219 "

tel que votre feuille se lit n'est-ce pas? R Oui.

Q Je ne vous interromps plus, 1219 c'est quoi?

Je vous prie de m'excuser.

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Je vous prie de m'excuser.

R Vous prenez ce chiffre c'est douze cents et dix-neuf centièmes de piastre; (.1219/100) que vous trouvez vis à vis la ligne des "speeders"?

R Des neuf onces.

Q Alors le doffer qui a doffé, il a doffé combien de bobines? R ...

Q Vous êtes parti avec .1219? R Oui.

Q Que vous avez pris dans votre feuille, vis à vis le mot "speeder" R Oui.

Q 500, qu'est-ce que c'est, est-ce le nombre de bobines que le doffer a doffé? R Le nombre de livres.

Q Vous avez choisi 500 livres? R Oui, monsieur.

Q Vous avez multiplié par 9? R C'est en onces.

Q 500 bobines, quantité hypothétique, à la pesanteur de 9 onces, ça fait 4500 onces, c'est ça?

R Oui.

Q Qu'est-ce que vous faites des 4500? R Divisées par seize.

Q Où trouvez-vous ça, 16 quoi? R C'est une livre.

Q 16 onces? R Oui.

Q Comme ce sont des onces vous voulez avoir des livres? R Comme de raison.

Q Vous divisez par le nombre d'onces à la livre, et vous avez trouvé que ça donnait 281 livres décimale 2? R Oui, monsieur.

Q Ça se sont des livres, 281 livres de fil, qui étaient sur 500 bobines de 9 onces qu'un doffer a doffé? R Oui.

Q Continuons, qu'est-ce que vous faites du 281.2?

R Multiplié par la rate du 100 livres, .1219,

ça donne .3415/100 (trente quatre cents et quinze centièmes).

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Q Autrement dit, 3633 livres à un doffer 34 cts et 15/100 pour doffer 500 bobines de 9 onces, qui contiennent 500 livres de fil, c'est ça? R Oui.

Q Maintenant ce chiffre de 34 cts 15/100 vous le mettez au crédit de tous les doffers, c'est de même que ça marche, c'est à dire sur l'ensemble?

R Le total de livres sorties dans la semaine.

Q Est mis dans une seule masse? R Oui.

Q Et divisé entre le nombre d'heure que les doffers ont travaillé ensemble? R Oui.

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Q Et ensuite on prend le nombre d'heures et on le répartit pour chaque doffer? R Oui.

Q Selon les heures de travail? R Oui.

Q C'est comme ça que vous procédez pour l'établissement de la paye des doffers? R Oui.

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Q Pour qu'un doffer puisse se rendre compte de sa paye il faut qu'il ait tenu compte, pour savoir ce qu'il gagne, il faut que le doffer tienne compte du nombre de bobines que non seulement lui mais aussi ses camarades ont doffé dans une quinzaine?

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R Oui.
Q Il faut qu'il sache le nombre de livres de coton qui était sur toutes ces bobines là? R Oui.

Q On est d'accord? R Oui.

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Q Il faut qu'il sache la pesanteur de chaque bobine, et qu'il connaisse ... R Il faut qu'il sache la production de tout le département.

Q Et qu'il connaisse en plus de ça le tarif au 100 livres? R Oui, monsieur.

Q C'est ça qu'on appelle être payé à la pièce?

R Payé au 100 livres.

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Q Ou autrement dit, à la production? R Oui.

3334

(Boucher)

Q Alors un doffer qui est pas capable de savoir
quelle est la production de son département, un doffer
qui n'est pas capable de savoir le nombre de
bobines, combien de bobines ont été manipulées tant
par lui que par les autres, qui n'est pas capable
de savoir la pesanteur de chaque bobine, il n'est pas
capable de calculer sa paye? R Non.

Q Il faut qu'il sache combien d'heures ses camarades ont travaillé? R Oui.

Q C'est tout ce qu'il suffit qu'il sache pour savoir combien il gagne dans une quinzaine? R Oui.

Q Maintenant monsieur Boucher, nous avons constaté sur les rapports, les listes de payes, 1934 par exemple, que la production dans un département était dans un cas, à la page 2649, était de 458234 livres, avez-vous connaissance de ces chiffres là, est-ce qu'ils passent dans le département, vous comme contremaître, savez-vous quelle est la pesanteur de la production de votre département? R Par semaine?

Q Par unite, par jour, par semaine, par quinze jours, enfin je le sais pas? R Si c'est combien?

Q Si vous savez quelle est la pesanteur de la production de votre département? R Par semaine, c'est supposé de varier de 59000 à 60000.

Q Qui tient compte dans votre département de la pesanteur de la production? R C'est un messenger qui prend en compte les banks des machines sorties dans la journée, et qui transmet ça au bureau.

Q Il vous donne un rapport à vous, vous le savez vous les jours? R Le rapport vient dans mon bureau.

Q On vous le transmet le rapport tous les jours, de la production jour par jour? R Oui.

3335 (Boucher)

Q Pas plus souvent que jour par jour? R Non, parce qu'il faut attendre que la journée soit faite.

Q On pourrait la prendre la midi, et le soir?

R On prend ça le soir.

Q La méthode, c'est que jour par jour, on voit la production, et vous recevez un rapport de cette production?

R Oui.

Q Vous en tenez compte?

R Oui.

Q Ça fait partie de votre fonction de faire la plus grosse production possible?

R Oui.

Q C'est là dessus que vous êtes surveillé, c'est sur la production, c'est la partie principale de votre devoir, de produire?

R Oui.

Q D'après ce que vous venez de dire la production paraît être la base du plus grand nombre de vos employés?

R Oui, monsieur.

Q Avez-vous déjà constaté que les employés de votre département étaient payés sur un chiffre inférieur à votre production?

R Inférieur?

Q Que vos employés étaient payés sur un chiffre inférieur à votre production?

R Non, monsieur.

Q Vous venez de dire que votre production moyenne par semaine, c'est 59000 à 60000 livres?

R En moyenne.

Q Avez-vous déjà constaté que vos employés, les employés dont vous avez la direction, qui sont payés sur la production, que la base, que la production qui servait à baser leur paye, en tout ou en partie, plusieurs d'entre eux ou tous ensemble, étaient moindre que la production?

R Si mes employés?

Q Je parle de vous. Vous tenez compte de votre production jour par jour?

R Oui.

(Continued)

1888

Les deux premiers ont été payés par moi.
Les deux autres ont été payés par le trésorier de la ville.

On a donc payé les deux autres par la ville?

On a donc payé les deux autres par la ville.

La ville a donc payé les deux autres par la ville.

Proportionnellement, et vous recevez en retour de cela.

Proportionnellement? R. Oui.

Vous en faites compte? R. Oui.

Un fait partie de votre fonction de la ville?

Plus grande, proportionnellement? R. Oui.

C'est la même chose pour les autres villes, n'est-ce pas?

Sur la proportion, c'est la même chose pour les autres villes.

Vous devez, de proportion? R. Oui.

C'est donc ce que vous venez de dire la proportion.

Peut-être la même en plus grande mesure de vos em-

ployés.

Avez-vous déjà constaté que les employés de

la ville démontrent être payés sur un autre ad-

ressant à votre fonction? R. Oui.

Que vos employés étaient payés sur un autre

ressant à votre fonction? R. Oui.

Vous venez de dire que votre proportion moyenne

est la même, n'est-ce pas? R. Oui.

Avez-vous déjà constaté que vos employés, les

autres, sont payés sur la même proportion, n'est-ce pas?

Sur la proportion, que la même, que la proportion est

la même à tous les pays, n'est-ce pas?

Proportionnellement, n'est-ce pas? R. Oui.

Proportionnellement? R. Oui.

Proportionnellement, n'est-ce pas? R. Oui.

Proportionnellement, n'est-ce pas? R. Oui.

Q Vos employés sont payés à la quinzaine?

R Oui, monsieur.

Q Avez-vous déjà constaté que vos employés, que la paye de vos employés était basée sur une production moindre que la production réelle? R Non, j'ai jamais constaté ça.

Q Vous ne vous en rappelez pas? R Non.

Q Avez-vous constaté qu'ils étaient payés exactement sur la production réelle? R Oui.

Q Toujours? R Oui.

Q C'est votre constatation personnelle, dans votre département, la paye de vos employés était basée exactement sur la production réelle? R Oui.

Q Est-ce que les deux chiffres, global de votre production dans le département, coïncidait exactement avec la production de vos divers employés? R Oui.

Q Pourriez-vous nous dire comment il se fait que sur un grand nombre de listes de paye, on lit que la production rapportée est supérieure à la production payée.

PAR M. LE COMMISSAIRE: Vous parlez toujours de son département.

PAR M. BEAUREGARD: Je demande si c'est ça.

Q Vous nous avez dit, sauf erreur, qu'à votre connaissance vos employés étaient payés exactement suivant la production? R Oui, monsieur.

Q Connaissez-vous quelques raisons, y a-t-il une raison, à votre connaissance, pourquoi la paye des employés ne serait pas exactement basée sur la production réelle, mais sur une production moindre par exemple? R Je ne peux pas répondre, je ne comprends pas.

PAR M^r BEAUREGARD:

5 Particulièrement, quant aux doiffers, avez-vous déjà constaté qu'il y a une semaine par quinzaine que la paye du doffer était basée exactement sur la production de leur département? R. Que les doiffers étaient payés suivant la production?

Q. De leur département? R. Oui, monsieur.

10 Avez-vous constaté cela? R. J'ai constaté que les doiffers étaient supposés être payés suivant la production.

 Je ne vous demande pas s'ils étaient supposés être payés, s'ils étaient effectivement payés suivant la production de leur département?

R. Payés suivant la production.

15 Sont-ils véritablement payés. Avez-vous constaté que les doiffers recevaient le montant qu'ils devaient recevoir vu la production du département?

R. Oui, monsieur.

Q. Vous l'avez constaté? R. Oui, monsieur.

20 Alors, nous devons prendre pour acquis qu'il n'y a pas de raison pourquoi la production réelle de votre département ne servirait pas de base à la paye des employés du département, et particulièrement des doiffers? R. Oui.

25 M. LE COMMISSAIRE: Est-ce que: servirait de base, est l'expression exacte. Je comprends qu'il y a une base, mais un employé peut excéder cette base-là. On calcule que le département va demander tant d'argent. S'il demande d'avantage, on lui donne.

PAR M^r BEAUREGARD:

30 Devons-nous comprendre, M. Boucher, qu'actuel-

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Boucher

lement, les doffers, dans votre département, sont payés exactement suivant la production du département où ils travaillent?

5 R. Payés simplement suivant la production du département.

Q. S'il y a une pesanteur de 10,000 livres, ils seront payés suivant la pesanteur de 10,000 livres?

R. Ils seront payés pour 10,000 livres.

Q. Son salaire basique serait de \$7.44?

10 R. Il y a des exceptions. Si ça dépend que la couleur n'a pas sorti toute la couleur et que le même personnel n'a pas sorti la production que vous demandez là, ils ont travaillé pendant des heures, on les paye à la journée suivant leur rates de tenders ou des doffers.

15 M. LE COMMISSAIRE: C'est un peu compliqué.

PAR MR. BEAUREGARD:

Q. Quand est-ce que ça se produit qu'ils finissent à être payés à la journée?

20 R. Si un ouvrier qui a travaillé pendant 35 heures, au lieu de sortir 50,000, en a sorti seulement 25,000, on est obligé de le payer suivant les rates du tender, ou s'il c'est un doffer de le payer suivant les rates d'un doffer, pour les heures qu'il a travaillé, à la journée.

25 Q. Alors, là, on ne s'occupe plus de la production?

R. On calcule que les conditions de mon département sont toutes différentes d'un autre département. On est obligé de cleaner les machines.

30 M. LE COMMISSAIRE: Qu'est-ce que vous voulez dire par le nettoyage?

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3347

Boucher

LE TENDRER: Quand on change de couleur, on est obligé d'arrêter la machine pour entrer une autre couleur.

À présent, il faut cleasher la machine, le tender est payé à la job.

5 M. LE COMMISSAIRE: Il n'y a pas de production?

LE TENDRER: Il n'y a pas de production. Si, au bout des 55 heures, on est arrivé à avoir donné une production de 85%, qu'on a sorti 50%, on est obligé de prendre deux ou trois tenders, on les paye à la journée suivant leur base.

10 M. LE COMMISSAIRE: Cela serait supplémentaire à la production?

LE TENDRER: A la production parce que la maison paye tant d'heures de production, il faut payer les gens suivant leur base.

15 PAR M^r BEAUREGARD:

Q Il arrive que les ouvriers ne produisent pas la quantité désirée, fixée d'avance? R Oui, monsieur.

Q Tout en s'occupant tout le temps?

R Tout le temps.

20 Q Vous changez le mode de payement?

R Rien dans ce cas-là, on est obligé.

Q Vous les payez suivant leur base? R Suivant leur base.

Q Vous dites que c'est une exception, chez vous?

25 R Oui, monsieur.

Q C'est le seul département où cela se fait?

R Je sais pas si cela se fait en dehors.

Q Quand vous dites que c'est une exception, vous voulez dire que cela se fait chez vous comme ailleurs?

R Je vous parle de mon département.

30 Q C'est comme cela que ça se passe? R Oui.

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1. The first thing I noticed when I stepped out of the plane was the cold. It was a sharp contrast to the warm, humid air of the tropics. I shivered as I walked towards the terminal, my hands tucked into my pockets. The terminal was a large, modern building with a glass facade that reflected the bright sunlight. I looked up at the clock on the wall, which showed the time as 10:15. I had a few minutes to spare before my flight. I walked to the check-in counter, where a friendly agent greeted me. I handed over my passport and boarding pass, and she smiled at me. I then went to the security checkpoint, where I had to go through a metal detector. I felt a little nervous, but the staff was efficient and polite. After a quick scan, I was allowed to proceed to the gate. I found my seat and sat down, looking out the window at the tarmac. The plane was being serviced, and I could see the ground crew working hard. I took a deep breath and felt a sense of anticipation. This was my first time flying alone, and I was excited to see what the world had in store for me. The plane started to move, and I felt a slight jolt. I looked out the window again, and this time I saw the runway stretching out before me. The plane took off, and I felt a sense of freedom. I was on my way to a new adventure, and I was ready for whatever came next.

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Q Est-ce que oui ou non que c'est comme cela?

A Oui, monsieur.

Q Faites-vous rapport en conséquence, à ceux qui préparent la paye de ce qui se passe dans votre département, est-ce que vous leur signalez à ceux qui font la paye comment calculer la paye?

A C'est calculé au bureau.

Q Est-ce que vous intervenez? R Des fois, je suis obligé d'intervenir; des fois, c'est pas nécessaire.

Q A quel moment intervenez-vous. Supposons que la quinzaine finit aujourd'hui, est-ce vous qui allez dire que les ouvriers ont fait tel volume de production? R Ils l'ont, la production.

Q C'est le bureau, spontanément, qui fait les changements? R C'est le bureau qui fait les changements.

Q Vous n'avez rien à faire la-dedans?

R J'ai rien à faire dans ce qui constitue le Pay Roll.

Q Etes-vous consulté par le bureau à savoir si les employés devraient être payés suivant la production ou suivant le base de la journée? R Non.

Q Vous n'êtes pas consulté la-dessus? R Non.

Q Vous n'avez rien à faire avec cela? R Non.

Q Ce n'est pas vous qui le fait? R Non, monsieur.

Q C'est le bureau qui le fait?

R Le bureau qui le fait.

Q Avez-vous un nommé Dionne qui travaille pour vous? R Oui, monsieur.

Q Marcel Dionne? A Oui, monsieur.

Q Est-ce qu'il est à votre souvenir que M. Dionne est allé vous demander certaines explications

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Boucher

sur sa paye? R Non, monsieur.

Q Il n'y est pas allé, jamais? R Non, monsieur.

Q IL ne vous est pas arrivé de le référer au grand boss? R Non, non, monsieur.

5 Q C'est vous le grand boss? R Le boss du département, oui.

Q C'est vous qu'on appelle le grand boss?

..... (Pas de réponse)

10 Q M. Dionne nous a dit qu'il était allé vous voir plusieurs fois au sujet de sa paye. Vous dites qu'il n'y est jamais allé? R Pas venu.

Q Jamais? R Non.

Q Voici ce que nous dit M. Dionne, pour rafraîchir votre mémoire, à la page 2492, au bas de la page:

15 " Q Maintenant, vous dites que vous êtes allé voir M. Boucher pour demander des explications au sujet de votre paye, comment vous étiez payé, si c'était à la pièce, par nuit. Quand est-ce que vous êtes allé voir M. Boucher?

20 R Justement cette paye-ci. Je lui ai demandé comment que ça se faisait que j'étais payé seulement que \$8."

LE TEMOIN: Non, monsieur.

25 "Je lui ai demandé comment que ça se faisait que j'étais payé seulement que \$8. J'ai parlé à M. Gingras, il me disait: "Je vais arranger ça" "

Q Il n'est pas allé? R Non, monsieur.

Q "Cette paye-ci", celle du 17 avril?

R Non, monsieur.

30 Q Vous vous en rappelleriez s'il était allé vous parler de cela? R Oui, monsieur, je m'en rappellerais.

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Boucher

Q Vous êtes sûr de votre affaire?

R Oui, monsieur.

Q A la page 2491, c'est ma question:

"Q Depuis que vous n'êtes plus docteur, vous ne savez pas? R Non.

Q Avez-vous demandé pour le savoir?

R Quand même on le demande, on le sait pas.

Q Pour quelle raison"

ME BEAUREGARD: On va reprendre plus haut.

"Q Vous êtes entré la nuit? R Oui.

Q Et vous aviez \$1.20? R \$1.20 par nuit.

Q Vous saviez ce que vous aviez? R Oui.

Q Depuis que vous n'êtes plus daupheur, vous ne savez pas? R Non.

Q Avez-vous demandé pour le savoir?

R Quand même on le demande, on le sait pas.

Q Pour quelle raison? R "Vous vous arrangerez avec le grand boss". On sait plus rien.

Q Personne vous le dit? R Non.

Q Le grand boss, qu'est-ce que cela veut dire?

R C'est le boss de nuit.

Q Qui est-ce que c'est? R M. Gingras.

Q Votre contre-maitre, c'est un monsieur Gingras? R Oui.

Q Quand on vous renvoie au grand boss, il vous renvoie au contre-maitre du jour? R Oui.

Q Qui, ça? R M. Boucher.

Q Etes-vous allé chez M. Boucher?

R Je suis allé plusieurs fois. Il dit: "C'est une trompe".

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Boucher

Q Cela n'explique pas si vous étiez payé à l'heure, ou à la pièce ou à la longueur du brin?

R Non.

Q Vous ne savez pas?

R Non.

Q Vous n'avez aucune connaissance de ce que sera votre paye avant de la recevoir?

R Non.

PAR M. BEAUREGARD:

Alors, voulez-vous faire un effort de mémoire pour savoir si M. Dionne qui dit si catégoriquement qu'il serait allé vous voir au sujet de sa paye, pour savoir soit le prix du coton ou le montant le montant de coton?

R Je me rappelle pas que M. Dionne est venu me voir pour aucune de ces choses-là.

Q Vous rappelez-vous qu'il soit allé vous parler?

R Il n'est pas venu me parler.

Q Pour d'autres choses? R Non, monsieur, je connais M. Dionne parce qu'il travaille pour moi simplement

Q Quand vous dites qu'il n'est pas venu vous parler de ces choses-là, dites-vous qu'il n'est pas venu vous parler de cela ou d'autre chose?

R Non, monsieur.

Q Il n'est pas venu vous parler? R Il n'est pas venu me parler, c'est ça que je vous ai dit, il n'est pas venu.

Et le déposant ne dit rien de plus.

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ME GEOFFRION: Il est possible que ces témoins-là aient été attaqués par d'autres témoins; je voudrais relire la preuve.

1880

1880

Je suis l'ancien par le vote de la loi
I'ancien, on a la loi on a la loi
Voulez-vous que je sois le
Voulez-vous que je sois le
Voulez-vous que je sois le

Je suis l'ancien par le vote de la loi
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Je suis l'ancien par le vote de la loi
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Voulez-vous que je sois le

3352

Boucher

M. LE COMMISSAIRE: Ces questions, cependant, sont dans la ligne prévue, que nous avons entendues la semaine dernière. La compagnie sait déjà à quoi s'en tenir.

ME GEOFFRION: Parfaitement. Il y a, peut-être, d'autres témoins qui ont mis ces contre-maîtres en cause.

M. LE COMMISSAIRE: Vous n'avez pas le temps de relire la preuve.

ME GEOFFRION: Quand mes savants amis auront fini, je demanderai une demi-journée d'ajournement, je serai prêt.

M. LE COMMISSAIRE: C'est entendu.

0000000000000000

(Page 3355 follows)

SYDNEY CLARKE, sworn,

EXAMINED BY MR. McRUER:

Q. Mr. Clarke, what is your occupation with the Dominion Textile Company? A. Overseer of the woollen department.

BY THE COMMISSIONER: Q. Overseer of what?

A. The woollen department.

BY MR. McRUER: Q. How long have you been overseer of the woollen department? A. Two years.

Q. And what is the process -- what are the processes that come under you? A. I take the processes straight from the raw material in the waste right until the spun yarn ready for the weave room, or for sale.

THE COMMISSIONER: Speak a little louder, please.

BY MR. McRUER: Q. So that you have charge of all the spinning of the woollen yarn? A. Yes, sir.

Q. From the beginning till it is turned out in the yarn form? A. Yes, sir.

Q. How many employees have you in that department? A. Woollen spinning?

Q. Yes. A. There are two departments there, the mules and the ring frames. In the mules I have twelve and in the ring frames 31.

Q. 12 in the mules? A. Yes.

Q. And 31 in the frames? A. Yes.

Q. Does that comprise all the employees that are under you? A. No.

Q. How many employees have you under you altogether? A. About 136.

INTERVIEW REPORT

INTERVIEWED BY: R. BRYDIE

7

A. The cooling equipment.

BY MR. BRYDIE: How long have you been owner of

the cooling equipment?

10

Q. And what is the process -- what are the processes

that come under that?

processes started from the raw material in the water

first until the spun yarn ready for the next stage

or for sale.

15

Q. Now, the spinning process, is that a separate process?

BY MR. BRYDIE: Is that your own process or is it

spinning on the cooling frame?

A. From the beginning until it is turned out in the

yarn form.

Q. How many employees have you in that process?

A. Twelve employees.

Q. There are two days in that process?

the water and the spinning process. Is that correct?

twelve and in the spinning process?

20

A. Yes.

Q. And is in the process?

A. Yes.

Q. Does that occupy all the employees that are

in that process?

A. Yes.

Q. And, of course, the others are dealing with the processes up to the ring spinners and mule spinners?

A. Yes.

Q. Now, how are the ring spinners paid?

A. The ring spinners are paid on the hank.

Q. Per hank? A. Per hank.

Q. How are the mule spinners paid?

A. Per 100 pounds.

THE COMMISSIONER: Per what? Repeat the question.

BY MR. McRUER: Q. How are the ring spinners paid?

A. Per hank.

Q. How are the mule spinners paid? A. Per

100 pounds.

Q. Can you tell me what the tariff of pay is for the ring spinners? A. I can tell you

their basis -- the basis of their wages. The spinners are based on \$13.89 per week, the piecers \$8.50, the head doffers \$9.45 and the doffers \$7.56.

BY THE COMMISSIONER: Q. Just a minute; does that mean 55 hours? A. Yes, sir, for 55 hours.

BY MR. McRUER: Q. That is what you call your basic rate? A. Yes, sir.

Q. I want to know on what basis a man or a girl is paid, how the pay is made up. A. Alright, sir.

Q. For the ring spinners to begin with first?

A. Take the ring spinners; a girl has -- she has eight sides of a machine --

BY THE COMMISSIONER: Q. Eight what? A. Eight sides of a ring frame. That is four machines, sir, or 864 spindles. On each machine it is reckoned as

Q. And, of course, the others are dealing with the

business up to the ring spinners and male spinners

A. Yes.

Q. Now, how are the ring spinners paid?

A. The ring spinners are paid on the basis.

Q. Per hour?

A. Per hour.

Q. How are the male spinners paid?

A. Per 100 pounds.

Q. Now, how are the ring spinners paid?

A. Per hour.

Q. How are the male spinners paid?

A. Per 100 pounds.

Q. Now you tell me what the result of this is to

the ring spinners?

A. I can tell you their basis -- the basis of their wages.

Q. The spinners are based on \$13.00 per week, the spinners \$8.00, the

male spinners \$7.00 and the others \$7.00.

Q. That is correct? Just a minute; does that

mean 55 hours?

A. Yes, sir.

Q. That is what you call your basis rate?

A. Yes, sir.

Q. I want to know on what basis a man or a girl is paid, how the boy is made up.

A. All right, sir.

Q. For the ring spinners to begin with first?

A. Yes, sir.

Q. Now, how are the spinners paid?

A. Per 100 pounds.

Q. Now, how are the male spinners paid?

A. Per 100 pounds.

two sides. There is a hank clock which registers the hanks that are worked during the day. That is multiplied by two to give the number of hanks for the two sides for her pay as based on 108 spindles, an output of 108 spindles. The total hanks that she gets at the end of the week or fortnight is multiplied by the rate which is determined by the office.

Q. Multiply the total hanks she receives --

A. That she makes.

Q. That she makes is multiplied by the rate per hank that is determined by the office? A. Yes, sir.

Q. Does that rate per hank vary according to the size of the yarn? A. Yes, sir.

Q. Have you the tariff showing those variations? A. Showing each count that we spin.

Q. Showing each count that you spin? A. Yes.

Q. So that as far as you are concerned you know of no reason why an employee should not be paid for the total number of hanks that are produced, that are shown to have been produced on the record?

A. No, sir, not at all, sir.

Q. Then, take the mule spinners; how is the pay for the mule spinners reckoned? A. The pay there is reckoned -- as each set of bobbins or tubes becomes full with the yarn it constitutes a doff --

Q. Constitutes what? A. A doff.

Q. Yes. A. That is taken off by the doffers and put into a box or skip and weighed. That is entered upon the production report. Each day it is entered upon the production report and the

production sheets of each day are taken into my office and are entered up on to a large sheet and that; at the end of the fortnight, goes straight away into the office for the pays to be reckoned out for these mule spinners.

Q. Now, the wages of the mule spinners and the doffers would be calculated on the number of doffs; is that correct? A. No, on the weight.

Q. On the weight of the doffs? A. The doffs are all weighed and the weight entered up on the production sheet.

Q. And does the rate per pound vary with the size of the yarn? A. Per 100 pounds, sir, it does.

Q. The weight per 100 pounds varies according to the count of the yarn? A. Yes.

Q. And do you know of any reason why the spinners and doffers that work under you should not be paid for the full number of pounds that is shown on the production report? A. No reason at all, sir.

Q. As a matter of fact, as far as you are concerned, that is the basis on which they are paid, isn't it? A. Yes, sir.

Q. And the basis on which you understand they are paid? A. It is, sir.

Q. And the production reports are compiled in your office, are they? A. Yes, sir.

Q. From the report that comes in from the machines? A. Yes.

Q. You say there is a large sheet in your office? A. Yes.

Q. And then that is passed on to whom?

A. It is passed on to the pay department, in the main office.

Q. Just to whom would it be passed on?

A. Mr. Cariepy.

Q. Mr. Cariepy? A. Yes.

Q. How long have you been in charge of this department?

A. Two years.

Q. I see; what were you doing before that?

A. For two years I was assistant to Mr. Fleming.

Q. Yes.

A. And for three years previous to that I was over just the woollen carding --

BY THE COMMISSIONER: Q. Over what?

A. Overseer over the woollen card room.

BY MR. McRUER: Q. Mr. Clarke, you were not here when Mr. Tremblay gave his evidence, were you?

A. Hermenegilde Tremblay? Yes.

Q. You were here then? A. Yes.

Q. You heard his evidence? A. Yes.

Q. Do you recollect when they reduced the number of mules from 23 to 9?

A. That was at the time

I took over the department.

Q. That was when you took over the department?

A. Yes.

Q. And was a change made --

THE COMMISSIONER: Speak louder.

BY MR. McRUER: Q. And was a change made in the duties of the employees at that time?

A. None at

all, sir.

Q. No change made at all?

A. No, sir.

Q. And then that is printed in the report?

A. It is printed on the top of the report, is it not?

Q. Yes.

A. Just to show what it is printed on.

Q. Yes.

A. Yes.

Q. How long have you been in charge of it?

A. Two years.

Q. I see; what were you doing before that?

A. For two years I was assistant to Mr. [Name].

Q. And for three years before that?

A. Yes.

Q. Now I am over the woolen [Name] --

A. Over the woolen [Name] --

Q. Yes.

A. Yes.

Q. Yes.

A. Yes.

Q. Yes.

A. Yes.

Q. Yes.

A. Yes.

Q. Yes.

A. Yes.

Q. Yes.

A. Yes.

Q. Yes.

A. Yes.

Q. Yes.

A. Yes.

Q. Yes.

3360

Clarke

Q. In their duties?

A. I would like to

explain in my own way, sir. When I took over that department it was just at the time they were reorganizing and taking out 14 mules and substituting ring frames for them. That threw out of employment the spinners that had been working on those mules, both night and day. It left me with about 18 men there anywhere from 40 to 50 years old. When I took over Mr. Fleming told me I had to give every consideration I could to the old spinners and to do my best to find employment within my department and anywhere else where I could find there was an opportunity of placing them.

Q. Yes?

A. When the mules were all thrown out I got a direct order to put nine mules -- eight mules and the single one -- to put eight mules as pairs of mules with a spinner and a piecer. Normally a spinner and a piecer is a spinner and an apprentice spinner, that is a boy that is perhaps about 18 years old who will serve his time as an apprentice for four or five years until an opportunity arises for him to get a pair of mules himself. The jobs there consisted of spinner and piecer jobs. This did not come along as a thunder cloud to the men --

Q. Just excuse me; that is just exactly as Mr. Tremblay told it, isn't it?

A. Yes.

Q. You agree with what he said that there was a change made and they were put on one as a spinner and the other as a piecer?

A. No; the spinner piecer had been working in the department since 1928.

In these 23 mules 12 of them were working on the spinner

Q. I would like to

Q. Is that correct?

Q. I would like to

Q. I would like to

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piecer basis. There was six pairs of mules working with the spinners and the boys as piecers.

Q. You took men who had been spinners and put them on as piecers? A. No, they had the preference

5 of going there. I had the piecers in existence there and there were only eight jobs or nine jobs there on the mules for the whole of the 18 spinners and the six piecers that I had. This was talked over by the men and they asked to take the job, if they could have the job as piecers because there was nothing else in prospect for them.

10 Q. The spinner, of course, was paid much more than the piecer? A. Normally, yes, with the spinner piecer, yes.

15 Q. And was it a fact that the spinner was sharing his wages with the piecer? A. In this case, no.

Q. Was that not done at all? A. Previously, no.

Q. Not previously?

20 THE COMMISSIONER: You are saying was; you mean from that time on.

BY MR. McRUER: Q. I mean from that time on did the spinner not share his wages? A. As far as the company is concerned, as far as my orders are concerned, and were concerned at the time, we are on a spinner piecer basis from that day to this and I haven't any other instructions.

25 Q. Just a moment; may I put it this way, then. Were you aware that the spinner and the piecer were sharing their wages? A. Certainly, sir.

30 Q. You knew that at that time? A. Yes.

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Q. When did you learn that? A. Before they
went on the basis.

Q. So that you, at any rate, were aware of the
fact that when the spinner went on as a piecer that
they were going to share their wages? A. I knew
that.

Q. You knew that? A. Yes.

Q. And did they complain to you about it?
A. Not at all, sir.

Q. No one complained to you about it at all?
A. No, they asked for the jobs.

Q. Did the spinners complain to you about sharing
their wages with the piecers? A. No, sir.

Q. None of them complained? A. No, it was an
arrangement between themselves. Spinner piecer
was just their standing as it came from the company.

Q. Did you hear Mr. Tremblay say that he com-
plained to you? A. Tremblay, yes, sir.

Q. You heard him say that? A. I ought to
have made that exception. He came to me and would not
agree to go on this basis.

Q. Then, Tremblay did complain to you? A. Trem-
blay did complain, yes, sir; I was wrong there.

Q. Did you not say to Tremblay that "if you are
not satisfied you can go away"? A. No, sir.

Q. Or that "you can leave"? A. No, sir.

Q. So that Tremblay's story, you agree with it,
you agree with Tremblay's story right up to that point,
that they were put on the spinner piecer basis, that
they did share their wages, that is, that the spinner

Q. Now, as you say, at that time, when he was
in the room, was he sitting at the table?

A. Yes, he was sitting at the table.

Q. And you saw him sitting at the table?

A. Yes, I saw him sitting at the table.

Q. And you saw him sitting at the table?

A. Yes, I saw him sitting at the table.

Q. And you saw him sitting at the table?

A. Yes, I saw him sitting at the table.

Q. And you saw him sitting at the table?

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Q. And you saw him sitting at the table?

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Q. And you saw him sitting at the table?

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Q. And you saw him sitting at the table?

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Q. And you saw him sitting at the table?

A. Yes, I saw him sitting at the table.

Q. And you saw him sitting at the table?

A. Yes, I saw him sitting at the table.

Q. And you saw him sitting at the table?

A. Yes, I saw him sitting at the table.

shared his wages with the piecer, and that Tremblay complained. On those three things you agree, do you not?

A. Not all of it, sir.

Q. In what do you disagree in those three statements?

A. I agree that they were put on the spinner piecer basis.

Q. Alright, number one; then, what is the next one?

A. The split of wages was entirely a matter of agreement amongst themselves.

Q. Alright, that is what you say; you agree that there was a split of wages?

A. Yes, sir.

Q. Alright, that is number two; number three was that Tremblay complained?

A. Tremblay complained to me that he was not going to split his wages.

Q. You agree with that?

A. Yes.

Q. Tremblay says that?

A. Yes.

Q. Now, the only thing you disagree with is that Tremblay says that you told him that he could either do that or leave. Well, why do you suppose Tremblay did split his wages eventually?

A. Tremblay and his companion were put on for a matter of seven or eight months on alternate weeks as spinner and piecer. I had there men of equal ability and about equal ages that I had to treat equally and fairly. My duties as overseer were to be fair to my co-workers as well as to my employers and I tried to do my best for them.

Q. Just one other thing in that regard, Mr. Clarke; did Tremblay say to you he was going to complain to

Mr. Fleming?

A. No, sir.

Q. He says he did? A. I should have taken him along if he had and given him a chance.

5 A. He said he was going to complain to Mr. Fleming and that you said --

MR. BALLANTYNE: What is the reference, Mr. McRuer?

BY MR. McRUER: Q. And you said "don't do that"--

MR. HEWARD: The page, please.

10 MR. McRUER: He will give it to you in a minute if the chorus will stop.

THE COMMISSIONER: Mr. McRuer, this witness says he heard Tremblay give evidence. You can ask him if he heard him say that.

15 BY MR. McRUER: Q. Did you hear Tremblay say that he said he would complain to Mr. Fleming and that you said "don't do that, he will just tell you to go"? A. I neither said that nor I did not hear Tremblay say it either, sir.

20 Q. It is at page 2245; I will get Mr. Beaurgard to read what Mr. Tremblay said.

THE COMMISSIONER: Yes, it is in French.

Q. Do you understand French? A. A little, sir.

25 MR. BEAURGARD: I am going to read to you the text of the deposition. (Reads)

"Q. En verite ce sont deux grands fileurs, dont l'un est traite comme raser et l'autre comme grand fileur? R Oui.

30 Q. Mais le grand fileur donne une partie de sa paye au petit? R Oui, monsieur.

Q. C'est parce que..... R M. Clarke,

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"dernierement..j'ai ete trouver M. Fleming, j'ai dit, c'est histoire la, je vais aller trouver M.Fleming, pour voir, si c'est lui qui a fait ca, d'abord, il devrait nous payer chacun notre part, ces separages d'argent la que se marcherait pas, il y avait trois ans qu'on fait ca, j'etais quasiment rendu au bout, j'etais pour lui demander....

Q. Vous pouviez pas croire que c'etait lui qui faisait ca? R Comme de raison, moi j'ai dit, je vais aller le voir, on m'a dit: vas pas le voir il va te dire, si t'es pas content va-t-'en."

BY THE COMMISSIONER: Q. Do you understand that?

A. Yes, sir.

MR. BEAUREGARD: Then at page 2247:

"Q. Vous etiez 22 fileurs, mais quand vous avez etabli l'equilibre, le salaire de chacun etait de \$12.00? R Oui.

Q Avant ce grand changement votre salaire allait a \$23.00, \$24.00, \$25.00? R Oui, par semaine.

Q. Dans les memes conditions de travail?

R Oui, le meme ouvrage, il y avait pas de difference.

Q La compagnie a-t-elle perdu de l'argent en 1933, pour faire ca? R Je le sais pas.

Q Avez-vous ete prevenu longtemps avant que ca arrive? R Non, justement, ils ont acheve de casser nos miles le samedi avant midi, je me n'en rappelle comme si c'etait aujourd'hui, M.

"Clarke m'a fait demander avec Giroux dans son office, il nous cite ce cas la, il dit, M. Tremblay on fait des changements, ils ont casse vos machines, il y a plusieurs fileurs aujourd'hui, mais sur ces mules on a mis des frames pour remplacer, a cette heure vous allez runner, on va mettre ca par paires, un prend un petit fileur et un gros fileur, j'ai dit M. Clarke, ca va etre une morue d'amanchure, on va se trouver a separer l'argent de memo, il dit si vous etes pas content on va vous mettre a la porte, on montrant la porte, allez-vous en, il y a pas d'autre chose a faire, il a bien fallu plier, j'etais rendu pour aller voir M. Fleming, pour voir si ca partait de lui cette histoire la...."

THE COMMISSIONER: There you are, Mr. McRuer.

BY MR. MCRUER: Q. What have you to say as to this, Mr. Clarke? Do you deny absolutely what Mr. Tremblay says in reference to him stating to you that he was going to see Mr. Fleming? A. It doesn't refer to me at all.

Q. He didn't -- A. It doesn't refer to me --

THE COMMISSIONER: Mr. McRuer, in that portion of his evidence he said that somebody told him that. Later on at the end, though, he did mention Mr. Clarke in another connection. That is to say, he would have to leave if he did not agree.

MR. BEAUREGARD: Possibly your lordship may have this translated into English by somebody else. The question is --

"Q. Avez-vous ete prevenu longtemps avant que ca arrive?" Then the reply comes in and I cannot translate that. It is 2247 from the words "avez-vous ete".

5 THE COMMISSIONER: Then he was asked, were you warned a long time before this happened and he says no, they had just finished breaking our mules Saturday noon; I remember as if it was yesterday. Mr. Clarke asked me and Giroux into his office and he told us about this
10 case and he said, Mr. Tremblay, we are making some changes. They are breaking your machines and there are many spinners to-day, but on these mules we have frames to replace them now. We are going to put you by pairs as a small spinner and a master spinner and I said to
15 Mr. Clarke, well, that would not be suitable to me, we would have to divide the money up between us and he said if you are not content with that we will have to put you out, and that you showed him the door. He said, go on now, there is not anything else to do and then
20 he says, I had to give in. I had intended to go to see Mr. Fleming to see if this story came from him.

Q. Now, did that happen between you? The whole question here is whether this division of the pay between
25 the master spinner and the assistant was something that the company forced these men to accept through you?
A. No, sir, it was not. The whole position was here that we had so many operatives, and these men had nowhere to turn and they were glad to ask for the jobs as
30 piecers. They knew this change was coming. They knew that the mules would be taken out and that so many

arrived? When the people came in and I saw that
translate them. It is only from the words "over-look"

THE QUESTION: When he was asked, "What you saw
a long time before this happened and he says no, that

remember as if it was yesterday. Mr. Justice asked
me and showed into his office and he told me about this

and in fact, Mr. Justice, we are looking for some of
They are looking for some of the things and there are many
spinners today, but on these things we have to have to

replace them now. We are going to put you by wire as
a small spinner and a master spinner and I said to

Mr. Justice, well, that would not be suitable to us, we
would have to divide the money up between us and he

said if you are not content with that we will have to
you out, and that you showed him the door. He said,

Go on now, there is not anything else to do and then
he says, I had to give in. I had intended to go to

see Mr. Justice to see if this story came from him.
Now, did that happen between you? The whole

question here is whether this division of the pay between
the master spinner and the assistant was something
that the company forced these men to accept through you
A. No, sir, it was not. The whole position was that
that we had so many operatives, and these men had to
to turn and they were, I had to ask for the jobs as
please. They know this and we are asking. They
that the men would be taken out and put so many

of them would be without work because they could not do the other job.

Q. But you say that Tremblay was an exception?

A. Tremblay was an exception.

5 Q. You have heard what he says as to what occurred between you and him, with Giroux being present; what do you say? A. Well, Giroux and he were

10 working on pairs. These fellows paired themselves out when they agreed on this spinner piecer basis of working. Can I explain it this way, sir? The spinner ordinarily on a pair of mules, he has all the responsibility of the head stocks and the machine, the moving parts of the machine. He is doing two-thirds of the work and two-thirds of the pay for a pair of
15 mules he draws ordinarily. He would be drawing say \$30.00--

Q. We heard all that; it was said about \$40.00 and the other man about \$18.00? A. Alright, sir; ordinarily he is doing two-thirds of the work. Here you had men of equal ability and of equal service who wished to take the job of spinner piecer--

20 Q. Yes, except Tremblay? A. Yes, except Tremblay. They worked one man on each mule; they took the responsibility for one mule, for the working and for the maintenance of it and for the quality of the work that was turned out. They were doing half the work of that pair of mules and they put it themselves that it was an equal division if they
25 halved the pay, which it was. Tremblay and his man--

30

of them could be without work because they could not
to the other job.

1. The fact that the company was in a position to

1. The fact that the company was in a position to

2. You have heard that the company was in a position to

between the two men with the same kind of work; but

to you say? 2. Well, I think that the company

was in a position to do the work of the company

out when they were on the same kind of work as the

work of the company. I think that the company

was in a position to do the work of the company

the responsibility of the work of the company and the

the work of the company. I think that the company

of the work and two-thirds of the pay for a man at

unless he was working. I think that the company

any 100.00--

1. We heard all that; it was said about 100.00

1. I think that the company was in a position to

and the other man about 100.00

at; otherwise he is doing two-thirds of the work.

Have you had men of equal ability and of equal exp-

vice who asked to take the job of a man who was

1. Yes, except the fact that the company

them. They asked one man on each side; they

took the responsibility for the work, for the work

and for the maintenance of it and for the quality of

the work that was turned out. They were doing

half the work of that man of equal ability and

the company was in a position to do the work of the

1. I think that the company was in a position to

1. I think that the company was in a position to

Q. You mean Giroux? A. Giroux; they disagreed about this dividing business. They would not agree to it. "Alright", I said, "I will put you on as spinner and piecer alternate weeks; so that one would draw the large pay one week -- one fortnight and the other would draw it the second fortnight. That went on for eight months in the case of Tremblay and Giroux until Tremblay landed one fortnight with a very short pay when he was on the spinner and he came up and asked if they could divide their pay. I told them it was entirely a matter for themselves as it was with the other spinners. As far as I know he has done it since but the division of pay was not forced on them at all.

BY MR. McRUE: Q. You have not quite answered the question yet. The question was did this interview take place that Tremblay told us about when Giroux was present when he objected to dividing the pay ~~the~~ you said to him that he could go and that you showed him the door. Did you tell him that he could go?

A. No, sir.

Q. Did you show him the door or make a motion like that? A. No.

Q. You categorically deny that? A. Yes; I explained the position to him and to Giroux.

Q. When you put them on one as a spinner and the other as piecer alternately week for week that was very much the same as dividing their pay?

A. Yes, it was, because they were men of equal ability and equal service with the company and they deserved

Q. You said Division?

A. Division; that is right.

about this dividing business. They would not agree

to it. "Right", I said, "I will put you on as

partner and place alternate weeks that one would

have the house and the other would have the

house and the other would have the house.

well as the other woman in the case of Tremblay and

Simon until Tremblay landed one fortnight with a

short pay when he was on the partner and he came up a

week in that time. I said then I

was entirely a matter for themselves as it was with the

other partners. As far as I know he has done it

since but the division of pay was not forced on them

at all.

BY MR. ROBERTS: Q. You have not quite answered the

question yet. The question was did this partner

take place that Tremblay told us about when Simon

was present when he objected to dividing the pay?

A. Yes, that is what he said. He said that

he was not going to divide the pay.

Q. Did you show him the door or make a motion

like that?

A. No.

Q. You were not present when he

mentioned the question to his partner?

A. Then you put them on one as a partner and the

other as partner alternately week for week that was

the way they were to divide the pay.

Q. Was it not possible that when you were present

and they were with the house and they were

equal treatment.

BY THE COMMISSIONER: Q. What became of the
apprentice piecers?

A. I found employment for
them alternate weeks on some cop winding machines.

Q. Was anybody let out at all as a result of the
machines, the frames?

A. No, I took four of
the old spinners and found other employment in the
card room. We were putting new machines in there
too and I took three of the men and trained them as
card hands and one I moved into the mixing room.

Q. Everybody got something? A. Yes, sir.

BY MR. MORIER: Q. Is there any yarn finishing
in your department?

A. None at all.

Q. That is all.

(Page 3375 follows)

100

Q. What was the result of the

A. I found employment for

100

Q. How many of the men at all as a result of the

A. No, I took four of

the old equipment and found other equipment in the

room. We were putting new machines in there

and I took three of the men and trained them as

hand and one I moved into the mixing room.

Q. Everything got something?

A. Yes, sir.

Q. How many of the men were there any more thinking

A. None at all.

Q. That is all.

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(Tremblay)

LEOPOLD TREMBLAY

Lequel témoin est assermenté:

Interrogé par Me. BEAUREGARD:

Q Pouvez-vous vous mettre de façon à ce que la clarté ne vous arrive pas dans les yeux, le soleil?

R C'est correct.

MTRE BEAUREGARD: Si la Cour le permet, le témoin pourrait se mettre en dehors de la boîte, le soleil frappe de telle façon, qu'il lui arrive dans la figure.

PAR M. LE COMMISSAIRE: Oui, pourvu qu'il parle assez fort.

PAR MTRE BEAUREGARD:

Q Monsieur Tremblay quelle est votre occupation?

R Contremaitre monsieur.

Q Dans quel département? R Dans la finition du fil.

Q Depuis combien de temps êtes-vous contremaitre?

R Quatre ans.

Q Vous avez combien d'employés sous votre contrôle? R Quatre cent onze. (411).

Q Divisé en combien de catégories? R J'ai à peu près la moitié de filles et la moitié d'hommes, c'est à peu près cinquante pour cent.

Q Combien de matières, combien de sortes d'ouvrage, d'opérations de machine? R Plusieurs sortes, différentes opération, j'ai 24 différentes machines.

Q Vous avez combien de département sous votre contrôle? R Trois.

Q Les Hommes? R J'ai les cones forceurs, machines à winder le fil, ensuite de ça, il y a la polishing machine, pour rentrer l'empêche dans le fil, les Braiders, pour planter le fil, les Tubes Winders, les machines pour winder sur les tubes, les W

1917

INTERVIEW

Interview with Mr. Robert Brydie

Interviewed by Mr. J. H. [illegible]

Q. How long have you been in the service of the [illegible]?

A. I have been in the service of the [illegible] for [illegible] years.

Q. What is your position?

A. I am a [illegible] in the [illegible] department.

Q. How long have you been in the [illegible] department?

A. I have been in the [illegible] department for [illegible] years.

Q. What is your salary?

A. My salary is [illegible] per annum.

Q. How long have you been in the [illegible] service?

A. I have been in the [illegible] service for [illegible] years.

Q. How long have you been in the [illegible] service?

A. I have been in the [illegible] service for [illegible] years.

Q. How long have you been in the [illegible] service?

A. I have been in the [illegible] service for [illegible] years.

Q. How long have you been in the [illegible] service?

A. I have been in the [illegible] service for [illegible] years.

Q. How long have you been in the [illegible] service?

A. I have been in the [illegible] service for [illegible] years.

Q. How long have you been in the [illegible] service?

A. I have been in the [illegible] service for [illegible] years.

Q. How long have you been in the [illegible] service?

A. I have been in the [illegible] service for [illegible] years.

Q. How long have you been in the [illegible] service?

A. I have been in the [illegible] service for [illegible] years.

Q. How long have you been in the [illegible] service?

A. I have been in the [illegible] service for [illegible] years.

Q. How long have you been in the [illegible] service?

A. I have been in the [illegible] service for [illegible] years.

Q. How long have you been in the [illegible] service?

Warpers, les reeling machines, les Spoolers, les Twisters, les skein sppling, et d'autres que je n'ai pas en mémoire non plus.

5 Q Avez-vous comme les autres contremaîtres une rate liste déterminant le salaire de vos différents employés? R Oui.

Q L'avez-vous ici? R Non, elle était trop grosse pour emporter, c'est un gros livre avec beaucoup de feuille et je ne peux pas trainer ça dans ma poche naturellement.

10 Q C'est parce que c'est trop que vous ne l'avez pas emportée? R Oui.

Q Voudrez-vous l'apporter demain? R Oui, si vous en avez besoin.

15 Mtre Beauregard: On m'avait informé que les témoins de cette catégorie seraient ici avec leurs rate-list, que j'avais demandé.

ADVENANT 6.00 hrs. P.M. 5 mai 1936.

l'enquête est ajournée à 10 heures A.M.
mercredi 6 mai 1936.

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REVUE

(L'Éclair)

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ROYAL COMMISSION ON THE TEXTILE INDUSTRY

HON. MR. JUSTICE W.F.A. TURGEON,

Commissioner,

A.S. Whiteley, Secretary,

TWENTY - SIXTH DAY

UNITED STATES DEPARTMENT OF AGRICULTURE

Report of the Director of the Bureau of Plant Industry

for the year 1911

Washington, D. C.

Published by the Government Printing Office

1912

Price 10 cents

Order from the Superintendent of Documents

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ROYAL COMMISSION ON THE TEXTILE INDUSTRY

HON. MR. JUSTICE W.F.A. TURGEON,

Commissioner,

A.S. Whiteley, Secretary,

A P P E A R A N C E S:

J.C. McRuer, K.C., and)

E. Beauregard, K.C.) Commission Counsel,

J.P. Lanctot, K.C.

For Special Committee
of Primary Textile
Industries.

C.G. Heward, K.C.)

Aime Geoffrion, K.C.,)

and)

C.T. Ballantyne,)

For Dominion Textile Co.

S.G. Dixon, K.C. For Courtaulds, Limited,

L.A. Forsyth, K.C.

For Canadian Celanese Ltd.
and Canadian Silk Products
Limited.

-- oOo --

STATE OF NEW YORK

In SENATE,
January 1, 1908.

REPORT

OF THE

COMMISSIONERS OF THE LAND OFFICE

IN RESPONSE TO A RESOLUTION
PASSED BY THE SENATE
MAY 1, 1907.

ALBANY:

WATKINS & COMPANY, PRINTERS.

1908.

Quebec, P.Q.,
May 6th, 1936.

MR. McRUER: My lord, before we proceed with the examination of witnesses this morning I want to draw to the attention of the Commissioner something that has just come to my attention, and that is two articles that have appeared in the issue of the Canadian Textile Journal of the 1st of May, 1936. The first appears on page 17 and is headed "Getting Out The Facts". The article is a short one and I think I shall read it to your lordship in full. It reads as follows:

"Evidence before the Royal Commission on Textiles at Quebec last week and continuing at Montmagny this week on wage and working conditions in the textile mills in this province cannot be said to be very enlightening. Press reports have endeavoured to find startling effects, without much success. Intelligent examination even of the one-sided evidence submitted at Quebec substantiates the fact that working conditions at the Montmorency plant are eminently satisfactory.

For Commission Counsel to obtain evidence from some thirty discontented mill operatives and to suggest that such evidence is typical of working conditions in the plant is absolutely contrary to fact. The company has a total of 1792 employees on its payroll at Montmorency from whom these few were carefully selected"-- and selected is in italics --"to testify as to wages and working

May 6th, 1956.

Mr. HARRIS: My lord, before we proceed with the

examination of witnesses this morning I want to draw

to the attention of the Commissioner something that has

just come to my attention, and that is two articles

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be very enlightening. Press reports have en-

deavored to find striking effects, without any

analysis. Intelligence Committee

one-sided evidence submitted at Quebec substantiates

the fact that working conditions at the Montmagny

plant are eminently satisfactory.

For Commission counsel to obtain evidence from

some thirty discontented mill operatives and to

suggest that such evidence is typical of working

conditions in the textile industry is a gross

fact. The company has a total of 1700 employees

on its payroll at Montmagny from whom there are

here carefully selected"--and selected is in

italics --"to testify as to wages and working

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"conditions. In no case did the testimony reveal any infringement of what are recognized in Quebec industry as fair wage rates and working conditions. It should be borne in mind that the witnesses heard by the Commission were especially selected by Commission Counsel presumably on advice."

Then, there is another article that appears on page 18 in which similar charges are made. It is a long article but I will read one or two extracts from it.

In the first paragraph --

"The sittings of the Commission resumed at Quebec on Tuesday of last week to investigate wages and working conditions at the Montmorency Branch of Dominion Textile Co. Ltd. continuing for four days during which some 30 discontented and hand-picked employees of the plant, out of a total of some 1790 employees, were examined."

And in the fourth paragraph, near the end of the paragraph; probably I better read the whole paragraph.

"Examining witnesses concerning the bases of wage rates Commission counsel Elie Beauregard, K.C. suggested that few if any of the employees understand the method of calculating wages. Even assuming that this was the case -- one witness from the plant said that schedules and particulars of wage rates had been displayed in the mill for everybody to see -- it would not be contrary to usual industrial practice as it is only on rare occasions that mill workers take the trouble to understand basic wage rates. As the

"conditions. In no case did the testimony to any infringement of what are recognized in this industry as fair wage rates and working conditions. It should be borne in mind that the witnesses by the Commission were especially selected by Commission Counsel presumably on advice."

Then, there is another article that appears on page 10 in which similar charges are made. It is a long article but I will read one or two extracts from it. In the first paragraph --

"The findings of the Commission rendered at the hearing on Tuesday of last week to investigate charges of unfair practices of the American Textile Co., Ltd. concerning four companies which some 30 discontented and hand-picked employees of the plant, out of a total of some 1750 employees, were made."

And in the fourth paragraph, near the end of the paragraph; probably I better read the whole paragraph.

"Examining witnesses concerning the charges of unfair practices Commission Counsel suggested that now if any of the employees understand the method of calculating wages. Even assuming that this was the case -- one witness of the plant said that schedules and percentages of wages were not fair. It would not be contrary to usual industrial practice as it is only on rare occasions that will occur and the Commission will not be concerned with such matters."

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"witnesses were especially selected from the mill employees much of the evidence regarding wages and working conditions is entitled to little consideration as representative of general conditions in the plant."

Now, in addition to the fact that the editor of this journal appears to entirely have lost confidence in my friends, Mr. Geoffrion, Mr. Heward and Mr. Ballantyne, in their ability to present the case for the company which is being investigated by your lordship, and the editor having lost confidence in your lordship, in your having any ability to arrive at a decision on the evidence, and the value of the evidence as submitted to your lordship, and has already written a decision on the matter, he has made what I regard as a very serious charge against my confrere, Mr. Beauregard. I may say I am making the application that I am now to your lordship not at the instance of Mr. Beauregard but on my own initiative entirely, because I was highly indignant when I saw that such a charge had been made against my confrere in his capacity as crown counsel. That is to say, reading the articles as a whole, that he was going and selecting hand-picked witnesses to come before your lordship to present a distorted and untruthful story so that a case might be made out against this company. Nothing could be more unfair and unjustified in view of the manner in which Mr. Beauregard has proceeded with his duties in this matter. It is quite true that witnesses might be discontented, but there is always some difficulty

I am now to your lordship not at the instance of Mr. Bessborough but on my own initiative entirely. Because I was highly indignant when I saw that such a charge had been made against my country in his capacity as crown counsel. That is to say, reading the articles

be made out against this company. Nothing could be distorted and dishonestly say so that a case might witnesses to come before your lordship to present a as a whole, that he was going and selecting hand-picked

in a matter of this sort to find people who have good jobs that are willing to come and publicly express the truth in regard to them. I do not know what the object of this article can be, but to say that Mr. Beauregard was going and hand-picking or selecting witnesses to come here for particular purposes is utterly false, in view of the fact that the editor has stated that as a fact. He has stated many other things as facts. He is presenting statements of working conditions in the mill as facts. We have not heard the witnesses that apparently can testify as to these facts; I want all the facts to be brought out and I suggest that your lordship instruct the secretary of this Commission to notify Mr. Bates that we would like to have him appear and testify before the Commission at the earliest possible time while we are still at Montmorency, and give his evidence as to on what he bases these statements, which are statements of fact, and tell us all about it, and if he is not the man that is responsible for the article and has knowledge of the facts therein asserted that he bring with him such other person or persons who are connected with the Journal for the purpose of putting before the Commission these facts that he has asserted in the Journal. I think in doing so I am following the course that I remember was followed in a Royal Commission in Ontario where a newspaper wrote certain statements during the commission, certain statements of fact. I have forgotten whether they were critical or otherwise, but the commissioner

in a matter of this sort to find people who have good jobs that are willing to come and publicly express the truth in regard to them. I do not know what the object of this article was, but to say that Mr. [Name] was going and hand-picking or selecting witnesses to come here for particular purposes is utterly false, in view of the fact that the editor has stated that he is a fact. He has stated many other things as facts. He is presenting statements of working conditions in the mill as facts. We have not heard the witnesses that [Name] can testify as to these facts; I want all the facts to be brought out and I suggest that your former instruct the secretary of this Commission to notify Mr. [Name] that we would like to have him appear and testify before the Commission at the earliest possible time while we are still at Montanorey, and give him evidence as to on what he has these statements, which are statements of fact, and tell us all about it, and if he is not the man that is responsible for the article and has knowledge of the facts therein asserted that he bring with him such other person or persons who are connected with the Journal for the purpose of putting before the Commission these facts that he has asserted in the Journal. I think in doing so I am following the course that I remember was followed in a certain instance in [Name] during the commission, certain statements of fact. I have to [Name] whether they are [Name] or otherwise, but the commission

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notified the editors of the newspaper to appear and to place before the commission the information they had, and that is the way that your lordship will be able to arrive at a correct decision. If Mr. ^{the} Beauregard has been pursuing ~~x~~/nefarious conduct that Mr. Bates suggests that he has then I think your lordship is entitled to have that information although at the present time, I state that Mr. Bates is utterly wrong in making any such statement.

MR. GEOFFRION: I am not interested, your lordship, in Mr. Bates or the Canadian Textile Journal at all, nor in a great part of my learned friend's remarks. I do not want to be construed as accepting them all, but without taking them all in detail there is only one point which I want to be very precise on and very clear. I do not suggest that Mr. Beauregard was

pursuing any nefarious conduct or anything of the sort, but I certainly suggest, and of this I am convinced, that he did select those who had complaints to make --

THE COMMISSIONER: Select what?

MR. GEOFFRION: The witnesses who have complaints to make; that is about the only way you can proceed.

I don't blame him. He had to do that. I do not say if he brought them they would not tell the truth.

I don't think there is anything nefarious, and as to Mr. Bates I am not concerned.

MR. McFARLANE: Of course, my friend Mr. Geoffrion puts an entirely different interpretation on it.

Certainly Mr. Beauregard asked for these witnesses to

notified the editors of the newspaper to appear and
to place before the commission the information they
had, and that is the way that your friendship will be
able to arrive at a correct decision. If Mr.

Heunberg has been pursuing a position cannot
that Mr. Bates suggests that he has then I think your
friendship is entitled to have that information although
at the present time, I state that Mr. Bates is entirely
wrong in making any such statement.

MR. GEORGE: I am not interested, your friendship
in Mr. Bates or the Canadian Textile Journal at all,
nor in a great part of my friend's remarks.
I do not want to be concerned in accepting them all,
but without taking them all in detail there is only
one point which I want to be very precise on and very
clear. I do not suggest that Mr. Heunberg was

conducting an investigation or anything of the sort
but I certainly suggest, and of this I am convinced,
that he did select those who had enough data to make --

THE COMMISSION: I am not sure
Mr. Bates: I am not sure
I want to state that I am not sure
it he brought them they would not tell the truth.

I think there is something wrong, and as to
Mr. Bates: I am not sure
Mr. Heunberg: Of course, no friend Mr. Heunberg
into an entirely different interpretation on it.

Mr. Bates: I am not sure
Mr. Heunberg: I am not sure

be subpoenaed to come here. We could not bring 1780 witnesses to come here, but what is entirely lost sight of is that not only did Mr. Beauregard ask for the employees to be brought here, but he asked for the foremen and the managers, and we have had, and we are going to have, not only the employees but the other responsible people in connection with it, but the charge as one fairly reads this article -- and I take it that the Journal appears to be a sort of organ of the industry which we are investigating -- as one fairly reads it Mr. Beauregard has brought witnesses here for the purpose of testifying to certain sets of facts for the purpose of proving a particular type of case, and hand-picking for that purpose. I would like Mr. Bates and his associates to be brought to the Commission to tell us what facts they know.

THE COMMISSIONER: Yes. Well, I have listened carefully to those parts of the articles you have read, Mr. McRuer. I must say I think they go too far in the way of comment, and more than comment, assertion of facts during the course of the inquiry in the very industry that the article pretends to describe. It would be very wrong indeed if counsel for the Commission went out of his way to paint an unusually bad picture of anything that is being investigated, and as you yourself point out that cannot be true since Mr. Beauregard has here not only those who appear to be dissatisfied but those who can make the best answer to them, their foremen, their assistant foremen, managers of the plant and everybody else in order that

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the story may be complete.

Now, one of the reasons why this Commission is sitting is to hear those who are dissatisfied. That goes without saying. If everybody was satisfied there would not be much requirement for an inquiry. Of course, counsel on the other side, Mr. Geoffrion, has given certain views. Counsel on the other side have every opportunity of bringing here witnesses in any unlimited number who are satisfied and happy and in that contented situation that the editor of the Textile Journal describes. I am here to hear both sides of the case. It is quite natural that those who fall into the hands of counsel for the Commission should rather be those who are not satisfied. We cannot very well avoid that. The article, in my opinion -- and I have listened carefully to it -- is uncalled for, at least, at this stage of the proceedings. Whoever wrote it purports to know a great deal about this particular plant we are investigating now. You suggest, Mr. McRuer, that he be called here to give evidence of what he knows, not only of what he knows in that particular, but what he knows about improper hand-picking of witnesses by counsel because he states the thing has been done. Well, I agree with you on that. I make the statement now that, in view of the fact that somebody undertook to write such an article as that, that the editor of the paper should appear before this Commission at an early date, and if he cannot himself, produce the person who supplied the facts and

the story may be complete.

Now, one of the reasons why this Commission is sitting is to hear these two are dissatisfied. That

goes without saying. It is very hard to be satisfied

there would not be much reason for an inquiry.

of course, counsel on the other side, Mr. Swinton,

has given certain views. Counsel on the other side

have every opportunity of bringing here witnesses in

any unlimited number who are satisfied and happy

and in that contented situation that the editor of

the Textile Journal describes. I am here to hear

both sides of the case. It is quite natural that

those who fall into the hands of counsel for the

Commission should rather be those who are not satis-

fied. We cannot very well avoid that. The article

in my opinion -- and I have listened carefully to it --

is unequalled for, at least, at this stage of the

proceedings. Whoever wrote it purports to know a

great deal about this particular plant and its law-

suiting now. You suggest, Mr. Mowbray, that he is

called here to give evidence of what he knows, not

only of what he knows in that particular, but what he

knows about improper handling of witnesses by

counsel because he states the thing has been done.

Well, I agree with you on that. I make the state-

ment now that, in view of the fact that exceedingly

undoubtedly to write such an article as that, that the

editor of the Textile Journal is a man of

high character and of early date, and it is natural himself

produce the person who supplied the facts and

substantiate them under oath. There are various means; you yourself, if you wish, will issue a subpoena to this gentleman --

5 MR. McRUER: I think we might ask Mr. Whiteley just to send a telegram to Mr. Bates and ask him in the telegram if he will appear without a subpoena. If he will not then we will have to issue a subpoena.

THE COMMISSIONER: I leave that in your hands to get him here.

10 MR. McRUER: Yes, thank you; Mr. Whiteley will draft a telegram and I will look it over and get it off right away.

15 THE COMMISSIONER: Alright; what do we proceed with this morning, Mr. McRuér?

(Page 3390 follows)

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There are various
reasons; you yourself, if you wish, will issue a
response to this & return --

Mr. McNamee: I think we might ask Mr. Whitely
just to send a telegram to Mr. Bates and ask him in
the telegram if he will appear without a response.
If he will not then we will have to issue a response.
The Commission: I have that in your hands to
not him here.

Mr. McNamee: Yes, thank you; Mr. Whitely will
draft a telegram and I will look it over and get it
off right away.

THE COMMISSION: All right; what do we propose
with this meeting, Mr. McNamee?

(THE COMMISSION: All right)

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LEOPOLD TREMBLAY est assermenté.

INTERROGE PAR ME ELIE BEAUREGARD? C.R.

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Q Sous le serment que vous avez prêté, F. Tremblay, je comprends que vous avez, maintenant, avec vous, les documents qui sont ordinairement à votre disposition au moulin pour la direction de votre département, n'est-ce pas? R Oui, monsieur.

10

Q Voulez-vous m'exhiber le livre où se trouve l'énumération de vos employés par catégories, les taux et les listes de payes?

R Cela varie suivant la sorte de machines, vous savez.

15

Q Si vous voulez me laisser voir, on va essayer de se tirer d'affaire.

(LE TEMOIN DONNE SON LIVRE A ME BEAUREGARD)

Q A la page deuxième, à l'entête, on lit ce qui suit: "Montmorency Branche April 2nd, 1934.

Braiding Piece-Work Rates

20

Basis-8 11,34 Per Week 55 Hours.

Vous avez la mention de certains ouvriers; quels sont ces ouvriers?

R C'est un opérateur qui travaille sur les machines pour braider le fil.

25

Q Combien d'ouvriers de cette façon-là? R Un.

Q Et, le salaire de celui-là s'établit sur la base de \$9.07 pour 55 heures? R Oui, monsieur.

Q Et, la façon pour lui d'atteindre ce salaire dont la base est de \$9.07 varie, autrement dit, suivant le numéro? R Le numéro du fil.

30

Q Le numéro du fil? R Oui, monsieur.

Il y a un intervalle de temps.

Il y a un intervalle de temps.

Q. Vous le savez que vous avez écrit, à l'adresse
de l'entreprise que vous avez, maintenant, vous avez
les documents qui sont ordinairement à votre dispo-
sition au sein de la direction de votre départe-
ment, n'est-ce pas? R. Oui, monsieur.

Q. Pouvez-vous m'exhiber le livre où se trouve
l'information de vos employés par catégories, par
sexes et les listes de payes?
R. Cela varie suivant la sorte de machines, vous

si vous voulez me laisser voir, je vais essayer
de se tirer d'affaire.

Q. Le premier document que vous m'avez montré
à la page deuxième, à l'entête, on lit ce qui
suit: "Employés du département de l'Énergie".

Totaux - 8 11, 34 par Week 55 heures.

Vous avez la mention de certains ouvriers; mais

vous les avez classés.

R. C'est un ouvrier qui travaille sur les ma-
chines pour passer le fil.

Q. Combien d'ouvriers de cette façon-là? R. Un.
Et, la semaine de celui-là s'étend sur la
base de 45.07 par semaine? R. Oui, monsieur.

Q. Et, la façon pour lui d'atteindre ce salaire
dont la base est de 45.07 varie, autrement dit,

il y a une variation.

Q. La semaine de 45.07?

Q Et, le taux du salaire par le pesantier du
100 livres? R Oui, monsieur.

Q Vous n'avez qu'un employé de cette catégorie-là?

R Seulement un.

5 Q Dans le département du Yarn Finishing....

M. LE COMMISSAIRE: Quel département?

ME BEAUREGARD: Yarn Finishing.

Q Comment dites-vous cela en français?

R Finition du fil.

10 Q Vos instructions sont en date du premier août,
1935. Vous avez un assez grand nombre d'employés?

R Oui, monsieur.

Q Que vous désignez sous les noms de contremaîtres,
assistants contre-maîtres, fixers, truckers, etc.?

15 R Oui, monsieur.

Q Sont-ils à la pièce ces gens-là?

R Ils sont payés à l'heure.

Q Tous les prix qui sont là, à commencer par 48
sous pour l'assistant, .44, etc, sont des prix à
l'heure? R Oui, monsieur.

20 Q Vous avez un département qui s'appelle: polishing?

R Polishing, oui, monsieur.

Q Combien avez-vous d'employés dans ce département-
là? R Ça varie suivant la grosseur du fil.

Q Le nombre d'employés varie suivant la grosseur?

25 R La grosseur du fil.

Q En moyenne, combien en avez-vous?

R Une douzaine.

Q Combien de machines conduisent-ils chacun?

R Cela varie suivant la grosseur du fil et la sorte
de machines.

30 Q Donnez donc plus de détails. La grosseur du fil

3392

Tremblay

et la sorte de machines?

R Tantôt deux machines, peut-être trois, peut-être une; ça dépend de la grosseur du fil.

Q De deux à trois machines? R Oui, monsieur.

ME GEOFFRION: De une à trois?

ME BEAUREGARD:

Q De une à trois? R Oui, monsieur.

Q A la gauche de la page qui les concerne, vous avez le mot: Counts. Ceci indique la grosseur du fil

R La grosseur du fil.

Q "Spindles per Tender", c'est le nombre

R Le nombre de machines qu'ils sont supposés runner.

Q Le nombre de spindles sur chaque machine?

R Sur chaque machine.

Q Etant donné que nous avons le fil et le nombre de spindles sur les machines, étant donné le nombre de verges par minute

R C'est ce qui a servi pour figurer les prix.

Q Qu'est-ce que ça veut dire: "Yards per Minute,"

5.50? R C'est les verges par minute qui runnent sur les machines.

Q Autrement dit: le fil, 3/10&7 étant placé sur une machine ayant 294 spindles, 5.50, ce sont des verges?

R Cinq verges à la minute.

Q Et, produisant un possible de 1906 livres pour 55 heures?

R Oui, monsieur.

Q Donnera à l'employé sur la base de 55 heures, un salaire de \$13.65? R Oui, monsieur.

Q Considérant que le possible sera atteint, soit 90%?

R Oui, monsieur.

Q Et qu'il aura posé une moyenne de

R Ca, c'est la rate par 100 livres.

7-1-1952

3033

to be of the same type as the one in the first column.

***** STORIA DEL MOVIMENTO

Q Ce qui équivaldrait, pour lui, à une paye de
\$ 7957 par 100 livres? R Oui, monsieur.

Q Et, le reste de l'énumération est de la même
nature avec les variantes suivant le fil, presque pas
de variantes suivant le nombre de spindles, mais
des variantes suivant la quantité de verges à la mi-
nute? R Oui, monsieur.

Q Et, la pesanteur dans les 55 heures. Quant au
prix, tout le monde est sur le même salaire de base
de \$13.65? R Ça, ça servi pour faire
les prix.

Q Qu'est-ce que ça veut dire, cela, ça servi
pour faire les prix? R Pour figurer un
salaire, il a fallu se servir de la base du prix.
C'est le chiffre qui a servi pour faire les prix à
la job.

Q Devons-nous comprendre que c'est le prix qui a
dabord été établit le premier? R Oui, monsieur.

Q Ou, devons-nous comprendre que la quantité d'ou-
vrage par l'employé a servi de base?

R Oui, monsieur.

Q Je vous ai posé une question alternative. Vous
répondez: oui. Je ne sais pas si c'est pour l'alter-
native de gauche ou pour l'alternative de droite?

R Pour figurer les prix, il a fallu prendre la
capacité de la machine et allouer un possible. Et,
pour faire un prix à la job, il a fallu se servir
du nombre d'heures. Ils se sont servis de \$13.65
pour 55 heures pour figurer les prix à la job.

M. LE COMMISSAIRE: Je comprends, Me Beauregard, que
ces chiffres sont des estimés de

ME BEAUREGARD: Ces chiffres que vous avez, mainte-

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1944, pour 1944, à une date de

3394

Tremblay

nant, devant vous, vous ont été remis par qui?

R Par le bureau

Q Par le bureau? R Oui, monsieur.

Q Pour votre usage personnel? R Oui, monsieur.

5 Q Est-ce que ceci est affiché dans le département,
dans chaque département? R Non, monsieur.

Q Où est-ce que cela se trouve?

R Dans mon bureau à la portée de tout le monde
qui veulent des renseignements.

10 Q C'est détaillé dans un cahier, là?

R Oui, monsieur.

Q Ce cahier-là est dans votre bureau, dans un de
vos départements? R Oui, monsieur.

Q Et, vos taux sont à la disposition, c'est-à-dire si
les employés le demandent? R Oui, monsieur.

15 Q Vous leur remettez le cahier?

R Ils prennent les prix qu'ils ont besoin pour
l'ouvrage qu'ils runnent.

Q Est-ce que cela arrive souvent? R Oui, monsieur.

Q Vous le donnez chaque fois qu'on vous le demande?

20 R Oui, monsieur.

Q C'est cela qu'on doit comprendre? R Oui, monsieur.

M. LE COMMISSAIRE:

Q On estime par un taux général que l'employé
gagnera tant dans 55 heures. Il pourrait gagner
plus ou moins? R Oui, monsieur.

25 Q C'est un estimé pour chaque employé?

R Suivant la production.

PAR ME BEAUREGARD:

Q Etant basé sur 80% du possible?

R Cela varie.

30 Q C'est-à-dire qu'il y en a eu de produit?

3395

Tremblay

R Il y a 90% ici, et 93

Q Je vous parle du premier produit?

R 90%.

5 La première partie, 90, avec les deux derniers items à 80? R Oui, monsieur.

Q Le possible, c'est ce que la machine pourrait faire?

R C'est ce que la machine pourrait faire et aurait pu faire.

10 Q Là, on atteint 90 ou 100% de ce que la machine peut faire.

Q Elle peut faire plus.

Q La machine peut-elle faire plus que 90%?

R Oui, monsieur.

15 Q Est-ce qu'il y a des rapports à la disposition des employés leur indiquant la quantité de marchandise passée par leur machine? R Oui, monsieur.

Q Est-ce que ces rapports sont remis individuellement aux employés. De quelle façon sont-ils utilisés?

20 R Les employés peuvent aller voir à toutes les heures la production qu'ils ont faite la journée d'avant.

Q C'est affiché dans le département?

R C'est un livre qui contient tous les avis.

Q Ils ont accès à ce livre-là, dans le département?

R Oui, monsieur.

25 Q Jour par jour, les entrées sont faites dans un livre indiquant ce que chaque machine a fait?

R Oui, monsieur.

Q Ce livre est à la disposition des employés?

R Oui, monsieur.

30 Q Ont-ils besoin de demander à quelqu'un, ou s'il est ouvert à leur disposition?

..... 21 22 23 24 25 26 27 28 29 30 31

• 11072

R Il y a un homme qui donne les renseignements.

Q Quel est son nom?

R C'est Payson, actuellement.

Q Il n'y a pas d'indication sur les machines chaque fois qu'on change le coton, de ce que ce coton peut payer, n'est-ce pas?

R Non, monsieur.

Q L'employé devrait s'adresser à vous et vous lui donneriez ce livre-là; il pourrait se tirer d'affaire avec?

R Il pourrait s'adresser à moi-même ou au chef des machines où il travaille, un petit foreman.

Q Il le sait lui aussi?

R Il le sait, oui, monsieur.

Q Au sujet du polishing, quelques employés de votre département ont dit qu'il faisait une température tropicale?

R Il fait chaud un peu.

Q Dans le polishing, n'est-ce pas?

R Oui, monsieur.

Q Savez-vous quelle température il fait, d'une façon régulière?

R J'ai déjà pris la température, ça montait à 84.

Q Vous l'avez déjà prise?

R Oui, monsieur.

Q Quand, cela, donc?

R Je me souviens pas de la date, je l'ai déjà prise.

Q Vous ne l'avez pas prise, dernièrement?

R Dernièrement, non.

Q L'avez-vous déjà prise alors que ça montait à plus que 84?

R Non, monsieur.

Q On a parlé de 110, 115, croyez-vous que c'est un chiffre raisonnable?

R Pour moi, c'est un peu fort.

Q Est-ce qu'il y a des appareils, des thermomètres

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Il y a un homme qui aime les femmes. Il est un peu...
Il est un peu...
Il est un peu...

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Il y a un homme qui aime les femmes. Il est un peu...
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dans l'appartement? R Non.

Q Je comprends que la machines, chez vous, sont en cuivre ou en métal? R Oui, monsieur.

Q Remplies de vapeur? R Oui, monsieur.

5 Q Sur lesquelles le coton pour s'enrouler rapidement, après avoir été enduit de matériel spécial pour donner le fil? R Oui, monsieur.

Q Combien de ces machines-là, avez-vous dans votre département? R 20 machines.

10 Q Etes-vous dans l'habitude de faire chômer les employés lorsqu'il y a malfaçon dans l'ouvrage?

R Oui, ça arrive.

15 Q Quelle est votre façon de procéder si vous constatez qu'il y a malfaçon? R S'il a mal fait son ouvrage, je le punis pour quinze jours, généralement.

Q C'est-à-dire, 15 jours de chômage forcé?

R Oui, monsieur.

Q Est-ce que vous punissez, des fois, pour plus de temps que cela? R Pas souvent.

20 Q Pas souvent? R Non.

Q Il y a un témoin, un nommé Bérubé - son témoignage est rapporté à la page 2454 - qui nous a dit qu'il a été ainsi puni parce que vous étiez d'opinion qu'il avait mal fait un hank. C'est correct, il a été puni? R Il a été puni, oui, monsieur.

25 Q Est-ce que ce sont des instructions de vos supérieurs d'imposer une punition sous cette forme-là plutôt que sous une autre?

R Cela vient des supérieurs, quelques fois, cela vient de moi-même, ordinairement.

30 Q Vos supérieurs sont au fait que vous les punis-

1937

1937

M. M.

M. M.

Je comprends que la machine, avec vous, sont

M. M., machine.

M. M., machine.

M. M., machine.

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3398

Tremblay

sez de cette façon-là? R Oui, monsieur.

Quand je donne une punition, je le laisse savoir à mes supérieurs.

PAR ME GEOFFRION:

Q Punissez-vous toutes les malfaçons?

R Non, monsieur.

Q Vous ne punissez pas toutes les malfaçons?

R Non, monsieur, pas toutes.

Q Cela dépend de quoi? R Ca dépend, suivant les conditions qu'ils ont laissées dans la compagnie.

Si un employé du mauvais ouvrage, qu'il a causé du dommage à la compagnie, je lui donne une punition.

S'il n'a pas fait de dommage à la compagnie, je le punis pas pour rien.

PAR ME BEAUREGARD:

Q Un cône mal fait, dans le cas de M. Bérubé, il nous a dit que c'est parce que à un moment donné, les brins s'étaient mêlés, et que le cône n'aurait pas été,... qu'il aurait été dans un lieu qu'il ne devait pas aller. Est-ce que cela arrive?

R Ca dépend de la grosseur du fil.

Q Est-ce qu'il a une valeur, un cône comme cela?

R Ca dépend du fil, un cône peut valoir, suivant sa grosseur, peut monter jusqu'à une piastre.

Q Jusqu'à une piastre? R Oui, monsieur.

Q Si Bérubé gagnait \$13. par semaine, suivant le salaire de base, vous lui avez fait perdre \$26, pour une piastre de dommage.

R Si la compagnie qui a acheté ce fil-là avait retourné tout ce fil-là, ça aurait coûté plus cher que \$13.

Q Vous avez constaté le défaut vous faites

5 payer le dommage; en présumant que vous n'auriez pas constaté le défaut, que la compagnie de Montmorency aurait livré le fil, et que l'acheteur du fil ne se serait pas contenté de faire faire une remise pour le cône défectueux, mais aurait peut-être cessé d'acheter d'autres commandes et, peut-être, dans l'avenir.

A Oui, monsieur.

Q C'est cela que vous avez en vue?

R Oui, monsieur.

10 Q Quand vous imposez une punition de deux semaines au prix de \$25. pour un seul homme, vous n'avez pas tant en vue la valeur réelle de la malfaçon, du dommage réel du mauvais ouvrage, mais la compagnie, comme vous, envisage tout le dommage possible, à supposer le cas que le fil aurait passé entre les

15 mains du contre-maître avant d'aller au consommateur, que le fil serait même livré et que le consommateur ne serait pas content, et que son mécontentement irait jusqu'à renvoyer la commande?

20 R C'est pour faire prendre des précautions aux employés quand ils retournent au travail, pour faire du meilleur ouvrage.

Q Est-il possible comme dit M. Bérubé, qu'à un moment donné, deux fils, c'est-à-dire deux fils qui ne sont pas destinés à s'enrouler sur un certain cône, finissent par s'enrouler tout de même sur un cône sans que ça soit vraiment la faute de l'employé?

25

A Quand c'est pas la faute de l'employé, il est pas puni.

Q C'est laissé à votre discrétion, cela?

30

R Oui, monsieur.

Q Quand vous le punissez, c'est sa faute?

R C'est sa faute, oui, monsieur.

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ROLLAND LABERGE est assermenté.

INTERROGE PAR ME ELIE BEAUREGARD, C.R.

Q Quel est votre âge, M. Laberge? R 28 ans.

5

Q Vous travaillez depuis combien de temps au moulin
Montmorency? R 14 ans.

M. LE COMMISSAIRE: Est-ce que ce témoin est un contre-
maître?

ME BEAUREGARD: Il a été un contre-maître un certain
temps.

10

Q Quelle est votre occupation actuelle?

R Je travaille dans le shipping, je fais la pesée
du shipping.

Q Quelle fonction? R Je pèse le coton.

15

Q Vous pesez la marchandise? R Oui, monsieur.

Q Avez-vous déjà été contre-maître ou assistant
contre-maître? R J'ai été assistant contre-
maître.

Q Dans quel département? R Polishing-Room.

20

Q Quand avez-vous cessé d'être contre-maître?

R Ça va faire un an au mois de juillet.

Q C'est-à-dire que vous avez cessé en juillet,
1935? R Juillet, 1935.

Q Combien de temps avez-vous été contre-maître
dans ce département-là? R Environ un an et
demi.

25

Q Vous rappelez-vous que dans ce temps-là, vous
aviez un nommé Bouchard sous votre surveillance?

R Oui, monsieur.

Q Roméo Bouchard? R Oui, monsieur.

30

Q Vous n'étiez pas présent, ici, à la Cour, quand
M. Bouchard a rendu témoignage? R Non, monsieur.

1453

1. Quel est votre nom ?

2. Vous êtes-vous marié ?

3. Combien de temps avez-vous été marié ?

4. Où avez-vous été marié ?

5. Pourquoi avez-vous été marié ?

6. Quel est votre âge ?

7. Quel est votre métier ?

8. Où avez-vous travaillé ?

9. Pourquoi avez-vous travaillé ?

10. Quel est votre salaire ?

11. Où avez-vous travaillé ?

12. Pourquoi avez-vous travaillé ?

13. Quel est votre salaire ?

14. Où avez-vous travaillé ?

15. Pourquoi avez-vous travaillé ?

16. Quel est votre salaire ?

17. Pourquoi avez-vous travaillé ?

18. Quel est votre salaire ?

19. Où avez-vous travaillé ?

20. Pourquoi avez-vous travaillé ?

21. Quel est votre salaire ?

22. Où avez-vous travaillé ?

23. Pourquoi avez-vous travaillé ?

24. Quel est votre salaire ?

25. Pourquoi avez-vous travaillé ?

26. Quel est votre salaire ?

27. Où avez-vous travaillé ?

28. Pourquoi avez-vous travaillé ?

29. Quel est votre salaire ?

30. Où avez-vous travaillé ?

31. Pourquoi avez-vous travaillé ?

Q Je m'en vais vous relire une partie de la déposition de M. Bouchard, si vous voulez écouter, c'est rapporté à la page 2272, à la fin de la page:

5 "Q Vous conduisiez le même nombre de machines que deux hommes auraient conduites?

R Oui, monsieur; on était supposé être deux, J'étais seul.

Q Avez-vous constaté que vous étiez supposés être deux? R Oui, parce qu'on éta
10 était deux avant. Tout d'un coup, j'ai tombé tout seul.

Q Vous êtes tombé tout seul pour faire l'ouvrage des deux? R Oui, monsieur.

Q Etiez-vous payé comme deux? R Non, monsieur, rien comme un comme les autres.

15 Q Etiez-vous payé comme un gros homme?

R Un de mes compagnons avait deux machines; il ne pouvait pas sortir autant d'ouvrage que moi. A toutes les payes, il y avait \$8, 10., 11., 12., qui allaient pour lui.
20 Moi, je faisais un average de \$7 ou \$8 par nuit."

M. LE COMMISSAIRE: Par nuit?

ME BEAUREGARD: Par nuit.

25 "Q Une partie de votre production allait au bénéfice d'un camarade? R Justement, C'est pas moi qui le donnait, c'est un autre.

Q C'est-à-dire, les contre-maitres? R Oui.

Q C'est cela, la justice sociale?

R C'est cela qu'ils l'appellent aujourd'hui.

30 Q Avez-vous constaté si votre ouvrage était

1900

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marqué au nom d'un autre? R Ah! oui,
je l'ai vu souvent.

Q Vous avez vu cela? R Je me suis
informé, une fois, il y avait un autre
nom que le mien sur ma carte. J'ai dit:
"Qu'est-ce que cela veut dire?". Ils
ont dit: "Ca ne dérange pas ta paye".
J'ai dit: "C'est-il vous qui fait l'ouvrage
ou si c'est moi qui l'a fait?"

Q Vous étiez seul pour faire cet ouvrage-
là? R Oui, monsieur.

Q Vous aviez une carte, comme ouvrier, sur
laquelle on entraît votre production?

R Oui, monsieur.

Q Vous avez constaté sur votre carte, que
vous n'étiez pas tout seul?

R Il y avait un autre nom de marqué, je
l'ai jamais vu ce gas-là.

Q Il n'était rien que sur la carte lui.
Il ne venait pas dans le département?

R Il travaillait en dehors, il figurait
sur la carte.

Q Dans un autre département? R Oui.

Q Quand vous avez été pour le savoir, qu'est-ce
qu'on vous a dit? R Ils m'ont dit
que ça dérangeait pas ma paye.

M. le Commissaire: Qui vous a dit cela?

R Le foreman.

Q Quel est son nom? R M. Laberge

ME BEAUREGARD:

Q C'est M. Laberge qui vous a dit que cela
ne dérangeait pas votre paye? R Oui.

Q. Maintenant, est-ce que vous avez vu un autre homme ?

R. Non, je n'en ai vu aucun.

Q. Vous avez vu celui-là ?

R. Oui, j'ai vu un homme, mais je ne sais pas si c'est lui.

Q. Vous avez vu un homme, mais vous ne savez pas si c'est lui ?

R. Oui, j'ai vu un homme, mais je ne sais pas si c'est lui.

Q. Vous avez vu un homme, mais vous ne savez pas si c'est lui ?

R. Oui, j'ai vu un homme, mais je ne sais pas si c'est lui.

Q. Vous avez vu un homme, mais vous ne savez pas si c'est lui ?

R. Oui, j'ai vu un homme, mais je ne sais pas si c'est lui.

Q. Vous avez vu un homme, mais vous ne savez pas si c'est lui ?

R. Oui, j'ai vu un homme, mais je ne sais pas si c'est lui.

Q. Vous avez vu un homme, mais vous ne savez pas si c'est lui ?

R. Oui, j'ai vu un homme, mais je ne sais pas si c'est lui.

Q. Vous avez vu un homme, mais vous ne savez pas si c'est lui ?

R. Oui, j'ai vu un homme, mais je ne sais pas si c'est lui.

Q. Vous avez vu un homme, mais vous ne savez pas si c'est lui ?

R. Oui, j'ai vu un homme, mais je ne sais pas si c'est lui.

Q. Vous avez vu un homme, mais vous ne savez pas si c'est lui ?

R. Oui, j'ai vu un homme, mais je ne sais pas si c'est lui.

Q. Vous avez vu un homme, mais vous ne savez pas si c'est lui ?

R. Oui, j'ai vu un homme, mais je ne sais pas si c'est lui.

Q. Vous avez vu un homme, mais vous ne savez pas si c'est lui ?

R. Oui, j'ai vu un homme, mais je ne sais pas si c'est lui.

Q. Vous avez vu un homme, mais vous ne savez pas si c'est lui ?

R. Oui, j'ai vu un homme, mais je ne sais pas si c'est lui.

Q. Vous avez vu un homme, mais vous ne savez pas si c'est lui ?

R. Oui, j'ai vu un homme, mais je ne sais pas si c'est lui.

Q. Vous avez vu un homme, mais vous ne savez pas si c'est lui ?

R. Oui, j'ai vu un homme, mais je ne sais pas si c'est lui.

PAR ME BEAUREGARD:

5 Q Voulez-vous me dire, M. Laberge, après avoir entendu cette partie du témoignage où certaines déclarations vous sont attribuées par le témoin Bouchard, ce qui en est. Voulez-vous nous dire, après avoir entendu cette version-là, si M. Bouchard vous a déjà fait des remarques au sujet du prix de sa paye. Vous a-t-il demandé pourquoi il y avait un autre nom sur sa carte?

10 R Sur certaines sortes de coton, on a besoin d'un helper pour aider à runner.

M. LE COMMISSAIRE:

Q Vous avez besoin de quoi?

15 R D'un helper, un aide pour aider au runner. Quand le runner pouvait s'en tirer pas mal tout seul, je disais de faire arrêter sa machine, et de prendre le temps de voir à faire arranger sa machine pourqu'elle aille mieux, j'ai été le helper. Ce helper-là durait de jour dans le polishing, je lui donnais sa production quand même. La production du runner payait le helper C'est deux rates, la rate du runner, et la rate du helper qui sont payées avec la même production. 20 Quand même le runner aurait gagné \$8. par jour, je ne serais servi de toute sa production pour payer le helper sans lui ôter une cent.

25 Q Cela ne lui enlevait rien?

R Ça lui enlevait rien, dans le cas de M. Bouchard, c'était l'autre jour, je l'ai vu dans les journaux.

PAR ME BEAUREGARD:

30 Q Comme question de fait, M. Bouchard a dit qu'il avait eu, à un certain moment, une production de \$7, \$8. par nuit. C'est correct?

R Il l'a faite une fois, à ma connaissance.

Q Savez-vous s'il l'a retirée? R Je peux pas dire, réellement s'il l'avait pas

Q Savez-vous s'il l'a retirée? R Je sais pas.

5

Q Vous ne savez pas? R Non, monsieur.

Q Je ne sais pas si vous avez suivi ce que M. Bouchard aurait dit qu'il y avait une partie de sa paye, une partie de son ouvrage qu'il avait gagné, lui, M. Bouchard, qui allait à une autre personne mentionnée sur sa carte comme une aide alors qu'il n'y avait personne comme aide. Est-ce que c'est arrivé ou si ce n'est pas arrivé?

10

R Je m'en souviens pas.

Q Vous ne vous en souvenez pas?

15

R Non, monsieur, je me rappelle pas que Bouchard je me rappelle que M. Bouchard a eu, une fois, a fait \$8, de production, le matin quand je suis arrivé.

Q Pour \$8. de production? R Oui.

Q Pouvez-vous nous dire s'il a reçu \$8.?

20

R Je sais pas.

M. LE COMMISSAIRE: Qui pourrait nous le dire?

R Personne peut vous le dire depuis, par rapport que cette nuit-là s'est trouvée mise à travers toutes les autres, ça s'est trouvé tout d'un bloc avec la paye, je sais pas.

25

PAR M. BEAUREGARD:

Q Comment savez-vous que M. Bouchard avait \$8. de production? R Parce que j'ai vu la production le matin, J'ai vu, d'après la pesanteur qu'il y avait, que ça pouvait faire \$7. ou \$8.

30

Q \$7. ou \$8. de production? R Oui, monsieur.

INTERVIEW

1907

Q. Il l'a faite une fois, à sa connaissance.
R. Vous-avez-elle l'a retirée? R. Je ne sais pas.
Q. Vous-avez-elle l'a retirée? R. Je ne sais pas.
Q. Vous-avez-elle l'a retirée? R. Je ne sais pas.
Q. Je ne sais pas si vous avez suivi ce que R.
Rochard a fait dit qu'il y avait une partie de sa
pays, une partie de son ouvrage qu'il avait gagné,
lui, R. Rochard, qui était à l'époque personne
mentionné sur sa carte comme une fois alors qu'il
s'y était rendu pour...
arrivé on si ce n'est pas arrivé?
R. Je n'en connais pas.
Q. Vous ne vous en souvenez pas?
R. Non, certainement, je ne m'en souviens pas.
... pas de l'histoire que R. Rochard a eu, non tout,
a fait de, de production, la même quand je suis
arrivé.
Q. Pour \$8. de production? R. Oui.
Q. Vous-avez-vous donc dit à quel \$8.?
R. Je ne sais pas.
Q. M. de l'histoire: qui pourrait donc le dire?
R. Personne peut vous le dire à part, par rapport
que cette nuit-là s'est trouvée avec à travers toutes
les autres, ça s'est trouvé tout d'un coup avec sa
pays, je ne sais pas.
Q. M. de l'histoire:
R. ...
Q. de production? R. J'ai vu la production
question de l'histoire, l'ai vu, d'après le témoignage
qu'il y avait, que ça pouvait être \$8. ou \$8.
Q. M. de l'histoire: R. Oui, non tout.

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LaBerge

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Q Vous n'êtes pas en état de nous donner des précisions sur cette partie du témoignage de M. Bouchard, que je viens de lire, à l'effet qu'il s'est plaint que l'ouvrage fait par lui, payable à lui, pas à un autre, était en partie attribué à une autre personne dont le nom apparaissait sur sa carte, alors que cette personne, effectivement, n'existait pas là, mais travaillait ailleurs?

10

R Sur la carte, j'étais obligé de marquer les deux. Je marquais Laquette et Bouchard, ou Lavoie, ou n'importe qui.

15

Q Vous dites que la quantité d'ouvrage servait de base de salaire aux deux hommes?

R Oui, monsieur, aux deux hommes, seulement c'était pas la même rate pour calculer la paye.

20

Q Seulement, M. Bouchard nous a dit que vous mettiez, sur sa carte, le nom d'un homme qui ne travaillait pas dans le département mais dont le nom apparaissait sur la même carte que celle de Bouchard, mais qui ne travaillait pas dans le département.

C'est vrai, cela?

R Il travaillait de jour.

Q Il travaillait dans le même département?

R Il travaillait dans le même département, seulement en mettant le nom de ce type-là sur la carte de M. Bouchard, j'étais rien à M. Bouchard.

25

Q Comment pouviez-vous apprécier le salaire de cet homme-là, qui m'intéresse autant que M. Bouchard, en mettant son nom sur la carte de M. Bouchard, alors que cet homme-là, sans savoir son nom, ne travaillait pas avec M. Bouchard. Comment expliquez-vous que vous lui payiez son travail du jour suivant la production de M. Bouchard la nuit.

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3406

Laberge

R Comme aide.

Q Qu'est-ce qu'on doit comprendre. Devons-nous
comprendre de cet homme qui ne travaillait pas avec
M. Bouchard, mais dont le nom apparaissait sur la
5 carte de Bouchard travaillait de jour alors que
M. Bouchard travaillait de nuit? R Oui, monsieur.

(La feuille 3410 suit)

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1914

Q. Tu'as-tu de la copie de ce document. Réponse: Non.

Q. Pourquoi ne cet homme qui ne travaillait pas en

M. Bonchard, mais dont le nom apparaît sur la

carte de Bonchard travaillait de jour alors que

M. Bonchard travaillait de nuit? R. Oui, monsieur.

(La feuille 2 est finie)

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Q Dois-je comprendre que cet homme dont le nom apparaissait sur la carte de Bouchard travaillait de jour, alors que Bouchard travaillait de nuit. C'est ce que vous voulez dire? R Oui.

Q Bouchard travaillait de nuit et l'autre, dites-vous travaillait effectivement de jour? R Oui, Monsieur.

De sorte qu'il ne travaillait pas avec Bouchard?

R Non.

Q Il travaillait à d'autres heures que Bouchard?

R Oui.

Q Comme aide d'un autre polisseur? R Il travaillait à la journée.

Q Il aidait pas à un runner? R Aucun runner, il m'aidait à moi même.

Q Devons-nous comprendre que le salaire de cet homme à la journée, était basé sur le travail de Bouchard? R Non, il était basé sur son salaire à lui, ça était pas de la production de Bouchard.

Q Je ne veux pas dire que vous preniez l'argent de Bouchard pour la donner à l'autre, mais je veux savoir pourquoi vous mentionnez sur la carte de Bouchard, en l'appelant aide du runner Bouchard, un homme qui effectivement n'était pas aide-runner, mais travaillait à d'autre chose, à la journée, le jour, alors que Bouchard travaillait la nuit?

R Pour le payer. Bouchard s'il travaillait de nuit....si par exemple son coton allait mal, il avait droit d'arrêter ses machines, il était tout seul pour travailler.

3411

(Laberge)

Q Je ne me plains pas pour Bouchard. Je vous demande si c'est une pratique suivie dans votre département qu'un homme travaillant de jour, à toutes sortes de travaux, soit cependant entré au point de vue liste de paye, comme aide d'une personne, d'un polisseur travaillant la nuit? R Oui, il pouvait entrer si je l'entraîs.

Q Est-ce qu'il y a plusieurs cas dans votre département, où des personnes étaient entrées dans la liste de paye, comme travaillant de nuit, alors qu'elles travaillent de jour, ou comme travaillant à une autre fonction que celle indiquée à la liste de paye?

R Celui à entré, parce que ça nuisait pas au runner.

Q Son salaire n'était pas à même l'argent revenant à Bouchard, ou étant dû de droit à Bouchard?

R Non, monsieur.

Q Il était simplement dites-vous sur la carte de Bouchard? R Oui.

Q Alors qu'effectivement il était pas l'aide de Bouchard, mais il travaille à d'autre temps et à l'autre chose? R Oui, monsieur.

Q Maintenant, vous ne pouvez pas vous rappeler que Bouchard soit allé se plaindre à vous, non seulement que cet homme là apparaissait sur sa carte, et que ça pouvait lui être nuisible, mais apparaissait comme produisant avec lui, et que vous l'auriez payé à même son salaire? R Non, monsieur.

Q Vous ne vous appelez pas de ça, que Bouchard soit allé se plaindre à vous de ça? R Non, Monsieur.

(1907) 2011

Je ne me plains pas tout d'abord. Je vous en-

viens de dire que j'ai été malade pendant quelque

temps d'un rhume, travaillé de jour, à toutes heures

de travail, sans compter celui de nuit de la fin

de l'année, sans que j'aie eu le temps de me reposer.

travaillant de nuit. Oui, il pouvait arriver

à la fin de l'année.

Est-ce qu'il y avait des gens dans votre dépar-

tement, ou des personnes étaient entrées dans la liste

de pays, comme travaillant de nuit, sans qu'ils

travaillent de jour, ou comme travaillant à une autre

fonction que celle indiquée à la liste de pays?

Oui, à l'entrée, parce que je n'ai pas eu le

temps.

Les salaires n'étaient pas à l'échelle l'année dernière

à l'échelle, ou était-il en hausse à l'échelle?

Non, monsieur.

Il était sensiblement plus élevé que la liste de

l'échelle? Oui.

Alors qu'effectivement il était plus élevé de

l'échelle, mais il travaillait à l'échelle même et à

l'échelle? Oui, monsieur.

Mais vous, vous ne pouvez pas vous en plain-

dre, parce que vous êtes allé à l'échelle de l'année, non pas

l'année de cet homme, il travaillait sur sa liste,

et que, par conséquent, il était malade, mais apparem-

ment comme travaillant avec lui, et que vous l'avez

travaillé? Oui, monsieur.

Vous ne vous en plaignez pas, car l'échelle

est allée se relever à l'échelle de l'année? Non.

Monsieur.

Q Avez-vous bien entendu la déposition que je vous ai lue? R J'ai bien entendu, oui.

5 "Q Une partie de votre production allait au bénéfice d'un camarade? R Justement, c'est pas moi qui le donnait, c'est un autre."

R J'ai bien entendu.

Q Devons nous comprendre que ceci n'est jamais arrivé dans le cas de Bouchard? R Je ne me rappelle pas, c'est ce que j'ai voulu dire en vous répondant tantot.

10 Q Quand vous dites qu'il a fait \$7.00 à \$8.00 à votre connaissance, est-ce que ce ne serait pas vers ce temps là que Bouchard serait allé se plaindre puisqu'il n'aurait pas reçu son \$7.00 ou \$8.00?

R Je ne me souviens pas.

15 Q Vous ne vous rappelez pas de ça? R Non, je m'en rappelle pas.

Q Vous êtes pas en état de dire que c'est pas vrai?

R Non.

20 PAR M. LE COMMISSAIRE. Q- Est-ce que Bouchard a dit qu'il avait reçu moins que \$8.00?

PAR MRE BEAUREGARD: C'est ailleurs dans la déposition.

PAR MRE GEOFFRION: Il dit qu'il faisait un average de \$8.00?

25 LE TEMOIN: R.- Personne est capable de faire ça dans le polishing room.

PAR MRE BEAUREGARD:

Q Si vous voulez écouter je vais vous lire un petit bout à la page 2273:

30 "Q C'est M. Laberge qui vous a dit que cela ne dérangeait pas votre paye? R Oui.

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" Q Vous étiez payé comme deux? R Non, rien comme un. La preuve c'est que j'ai perdu 33 livres dans ce temps là.

" Q Vous retiriez combien de salaire?

R \$37.00, \$38.00, \$39.00.

" Q Par quinzaine? R Par quinzaine."

(Le témoin: Personne dans mon temps gagnait \$37.00, \$38.00 par quinzaine, de mon temps.

PAR MRE BEAUREGARD:

Q C'était moins que ça? R Oui, monsieur, je me rappelle que le plus haut c'était \$35.00.

Mre BEAUREGARD: Continuons, page 2274.

"Q Cela voulait dire 10 jours? R 10 jours.

"Q Autrement dit, vous retirez \$3.70, \$3.80 ou \$3.90 par jour? R Justement.

"Q Sur votre carte, vous avez tantôt 6 jours, ou sept de production? R Le reste, ils le donnent aux autres.

"Q Comme vous faisiez plus, vous méritez d'avoir davantage? R Justement.

"Q Vous retirez \$37.00? R \$37.00, \$38.00 ou \$39.00 par quinzaine.

"Q Savez-vous réellement si la personne dont le nom était sur la carte, qui ne vous aidait pas, retirait quelque chose? R J'ai vu différents noms.

"Q Les noms de la carte changeait de temps en temps? R Changeaient de temps en temps.

"Q Ni les uns ou les autres ne venaient vous donner un coup de main? R Je les ai jamais vus.

"Q Ils vous aidaient rien que pour retirer votre paye? Dans ce temps là, gagniez-vous plus

CC. 434, CC. 454, CC. 724

U.S. AIR FORCE, 1950

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Attachment 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 8

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cher qu'aujourd'hui? R Oui.

"Q Plus cher qu'actuellement? R Plus cher qu'actuellement, je gagnais plus cher.

"Q Dans ce temps là, combien de temps cela?

"R A peu près deux ans, le temps que j'ai été sur la corde.

"Q Quelle est la différence que vous retiriez dans ce temps là d'avec aujourd'hui?

"R Cela fait \$5. ou \$6.00.

"Q \$5. ou \$6. par semaine? R Par quinzaine.

"Q Travaillez-vous moins fort aujourd'hui?

"R Oui, un peu moins fort.

"Q Vous avez plus que trois machines. Vous n'êtes pas deux hommes, rien qu'un homme?

"R On est tout seul. "

(Le témoin) R Si j'ai été le témoin à Bouchard, c'est que j'ai constaté qu'il était capable de faire la même chose que celui de jour.

Q Ce que je voulais vous demander, en raison de cette décision, est-il vrai que le nom de l'aide de Bouchard, aide qu'il n'avait pas d'ailleurs, eut ou ait changé de temps en temps, tantôt monsieur un tel passait pour être son aide et plus tard un monsieur un tel passait pour son aide, en autant que la carte était concernée? R Oui, j'ai dit que j'avais mis le nom de "aide".

Q Vous avez mis différents noms, ça pas toujours été le même aide, comme "nom" R Il y en avait deux, la fois que Bouchard avait \$8.00 pour moi c'est un nommé Lavoie.

Q A d'autres moments c'était d'autres, quand c'était d'autres personnes? R C'était un

[The page contains several lines of extremely faint, illegible handwriting, likely bleed-through from the reverse side.]

nommé Barrette.

Q C'est vrai que le nom accolé à celui de Bouchard comme aide de Bouchard a varié? R Oui, de Barrette à Lavoie.

PAR M^{RE} A. GIEFFRION:

5 Q Je vais essayer à comprendre, je ne comprends pas encore. Bouchard avait un helper d'abord?

R Bouchard avait un helper pour commencer.

Q L'autre de jour en avait pas? R Les deux avaient un helper, quand j'ai arrivé là.

10 Q Vous avez cru que vous pourriez ôter les helpers? R Je l'ai ôté de jour, j'ai constaté pendant que j'ai été là, que le travail du runner pouvait se faire tout seul.

15 Q Vous avez constaté que l'homme de jour se passait d'un helper? R Oui, et que celui de nuit était capable de faire la même chose.

Q Vous avez été le helper à Bouchard comme ça?

R Oui.

Q C'est vous qui avez décidé ça? R Oui.

20 Q Et vous laissiez le nom du helper sur sa carte? R Des fois.

Q Mais ici pour un le helper travaillait de jour, ailleurs, à d'autre chose? R A d'autre chose.

25 Q Vous le payiez comme helper sur cette carte là? R Oui.

Q Ça était rien au runner? R Pas une cent.

30 Q Il a dit qu'il avait fait \$8.00 une fois, une nuit, et il dit que sa moyenne était de \$7.00, \$8.00 par nuit? R Il a dû faire

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... ..

● 参考

and are not just like it's all

erreur.

Q Ca ferait \$70.00, \$80.00 par quinzaine, est-ce bien? R Non, ils le faisaient pas même dans le temps de la guerre.

Q Qu'est-ce que vous voulez dire? R Ca payait plus.

Q Mais \$7.00, \$8.00 de moyenne par jour c'est impossible? R Oui, monsieur.

Q Il dit qu'il retirait une moyenne de \$37.00, \$38.00, \$39.00 par semaine, est-ce faux, a? R Pas de mon temps, je ne me rappelle pas.

Q Est-ce une haute paye \$37.00, \$38.00, \$39.00?

R Ca serait assez haut, je pense qu'il pourrait pas le faire.

Q Qu'il aurait dû avoir \$70.00 à \$80.00 et qu'il aurait eu que \$38.00, ce qui faisait une moyenne de \$7.00, à \$8.00 par jour, vous dites que c'est impossible, \$7.00 à \$8.00 par jour? R Il est pas capable de le faire.

Q \$37.00, \$38.00, \$39.00 par quinzaine, c'est déjà haut?

R Ils font dix nuits, ça fait \$80.00 coupés en deux, ça fait \$40.00, de nuit, il pourrait le faire, parce qu'ils ont treize heures, il faudrait que la machine tournerait des sortes de cotons avec un rate assez haut et qui ne changeraient pas de la quinzaine.

Q C'est rare? R C'est ce que j'ai pas vu dans un an et demi.

Q \$70.00- \$80.00 c'est impossible? R C'est impossible oui.

Mtre GEOFFRIONS: En tous cas nous avons ses listes de paye ici.

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THE UNIVERSITY OF CHICAGO

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3417

(Chamberland)

JOSEPH G. CHAMBERLAND.

Lequel témoin est assermenté.

(Le témoin) Je demanderais à votre honneur de me
laisser témoigner en anglais, je peux m'exprimer
mieux dans le textile.

PAR M. LE COMMISSAIRE: Le témoin demande la per-
mission de parler en anglais.

PAR M. TRE BEAUREGARD: Je n'ai pas d'objection.

(Page 3425 follows)

3417 (Chambers)

Lequel témoin est accusé.
(Le témoin) Je veux savoir à votre honneur ce me
lent ses fonctions en anglais, le quel s'explique
siens dans la textile.
PAR M. LE JURY: Le témoin donne la per-
mission de parler en anglais.
PAR M. LE JURY: Je veux savoir.

(The case follows)

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JOSEPH G. CHAMBERLAND, Sworn,

EXAMINED BY MR. McRUER:

Q. You are Mr. ? A. Chamberland.

Q. And in what department are you employed?

A. Weaving Department.

Q. How long have you been in the Weaving Department of the Montmorency Mill?

A. Four years next month.

Q. Where were you before that? A. In the United States.

Q. In the United States? A. Yes, sir.

Q. What mill were you connected with in the United States? A. With the Grey Lock Mill of the Berkshire Fine Spinning Company.

Q. Yes, and where were they located? A. The mill that I was in was in the Town of Grey Lock.

Q. Where is that? A. A suburb of North Adams, Mass.

Q. You were there until four years ago? A. Previous to my coming here, yes.

Q. And how long have you been with that mill? A. Two and a half years.

Q. And where have you been before that? A. In Pawtucket.

Q. In the Textile Industry? A. Yes, in the Textile Industry but with another firm.

Q. What place did you say? A. Pawtucket, Rhode Island.

Q. What are your duties with the Dominion

ROBT. BRYDIE

CHARTERED ACCOUNTANT

Q. You are Mr. ?

A. Yes, sir.

Q. Leaving Department.

Q. How long have you been in the leaving Department?

A. About two years.

Q. Where?

A. In the United States.

Q. In the United States?

A. Yes, sir.

Q. What will were you connected with in the

United States?

A. In the leaving Department.

Q. Yes, and where were they located?

A. In the town of New York.

Q. Where is that?

A. In the town of New York.

Q. You were there until four years ago?

A. Yes, sir.

Q. And how long have you been in the United States?

A. Two and a half years.

Q. And where have you been before that?

A. In the leaving Department.

Q. In the leaving Department?

A. Yes, sir.

Q. What place did you say?

A. In the leaving Department.

Textile Company at the Montmorency Mill? A. In charge of weaving.

Q. In charge of weaving? A. Yes.

Q. And how many employees have you under you?

A. The number varies, but it is in the neighbourhood of 200, more or less.

BY THE COMMISSIONER: Q. Are you a foreman?

A. Overseer.

Q. Of what Department? A. The Weaving Department.

BY MR. McRUER: Q. Have you a foreman under you?

A. I have two day-time and one at night.

Q. Two day-time and one at night? A. Two

day-time and one at night.

Q. Yes, and how many looms have you under you?

A. 1135.

Q. 1135 looms under you? A. Yes.

Q. And how many weavers, did you say? A. In the neighbourhood of 200.

Q. In the neighbourhood of 200? A. Yes. The number varies. It is not a stationary number, depending upon jobs.

Q. I suppose it does, but could you tell me the average number of weavers that you have under you?

A. 40 to 50 day-time, and less at night.

Q. How many at night? A. Sometimes 30, sometimes 35.

Q. With all looms going? A. Less looms

Textile Company at the Machinery Mill? A. In
charge of machine.

A. In charge of machine? A. Yes.

A. And how many employees have you under you?

A. The number varies, but it is in the neighbourhood

of 200, more or less.

BY THE COURT: Did you have a foreman?

A. The sewing machine?

month.

BY MR. BRYDIE: A. Have you a foreman under you?

A. I have two day-time and one at night.

A. Two day-time and one at night?

day-time and one at night.

A. Yes, and how many looms have you under you?

A. Yes. A. This loom under you?

A. And how many weavers, did you say? A. In

the neighbourhood of 200.

A. In the neighbourhood of 200? A. Yes. The

number varies. It is not a stationary number.

average number of weavers that you have under you?

A. 40 to 50 day-time, and less at night.

A. How many at night? A. Approximately 20, or more.

closed.

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going at night.

Q. Now, when I ask you the number of looms,
I am asking you for the average number of looms, in
operation? A. You mean the average for the Depart-
ment.

Q. Yes, how many looms would your 40 employees
operate? A. That depends upon the job; some
operate one loom, and some 90.

Q. Yes. On what class of jobs would the men
be working that operate 90 looms? A. All automatic
work.

Q. All automatic work? A. Yes.

Q. So that you say that in respect of the type
of textile that they are weaving, or the type of cotton
that they are weaving, one employee would operate 90
automatic looms? A. Well, just weaving, not the
total work.

Q. Yes, I am talking of the weaving? A. Just
a weaver alone, 90 looms.

Q. 90 looms to one weaver? A. Yes, sir.

Q. And, on the same type of work, how many looms
would one employee operating non-automatic looms have?
A. A possible 20.

Q. I see. Were the automatic looms in operation
when you came to Montmorency? A. Yes, sir.

Q. Have you installed any since you came? A. I have.

Q. How many automatic looms have you there now?
A. Over 1100.

5887

going at night.

Q. Now, when I ask you the number of looms,

I am asking you for the average number of looms, in

operation? A. You mean the average for the plant

ment.

Q. Yes, how many looms would your 40 employees

operate? A. That depends upon the job; some

operate one loom, and some 20.

Q. Yes. On what class of jobs would the men

be working that operate 20 looms? A. All automatic

work.

Q. All automatic work?

Q. So that you say that irrespective of the type

of textile that they are weaving, or the type of cotton

that they are weaving, one employee would operate 20

automatic looms? A. Well, just weaving, not the

total work.

Q. Yes, I am talking of the weaving. A. Just

a weaver alone, 20 looms.

Q. 20 looms to one weaver? A. Yes, sir.

Q. And, on the same type of work, how many looms

would one employ a operator non-automatic looms have?

A. A possible 20.

Q. I see. Were the automatic looms in operation

when you came to Menzies? A. Yes, sir.

Q. How many automatic looms have you there now?

A. Over 100.

Q. Yes. And I have forgotten, you told me how many looms you had altogether? A. I said 1135;- 1136.

5 Q. Well then, so we may take it that they are practically all automatic looms? A. Yes, you can take it that they are.

10 Q. So when we get down to the refinements of how many weavers will operate so many looms we can, for all practical purposes, disregard that refinement about one loom? A. Yes, with few exceptional cases.

15 Q. Yes. Now, how many automatic looms did they install since you came to the Company? A. We have taken out 24 narrow looms and we have made them automatic; and on the other hand, we have taken out some plain looms and replaced them by automatics.

20 Q. I was just wondering, how many looms had been made automatic, or automatic looms installed in the last four years? A. We have thrown out over 70 plain looms.

25 Q. Yes? A. And we have installed in their places 90 automatics, different sizes.

Q. So that with the exception of about 100 all the automatic looms that are in operation there now were in operation four years ago? A. Yes, sir.

30 Q. Now, have you anything to do with arranging the pay of the weavers? A. The only thing I have to do in arranging their pay is to give them the number of looms that they can make their pay with,

many looms you had at together?
A. I said 1130-
1130.

... Well then, so we may take it that they are
practically all automatic looms?
A. Yes, you can
take it that they are.

... So when we get down to the refinements of
how many weavers will operate so many looms we can,
for all practical purposes, disregard that refinement
about one loom?
A. Yes, with few exceptions.
... cases.

... Yes. Now, how many automatic looms did they
install since you came to the company?
A. We have
taken out 24 narrow looms and we have made them auto-
matic; and on the other hand, we have taken out some
plain looms and replaced them by automatics.

... I was just wondering, how many looms had been
automatic, or automatic looms installed in the
last four years?
A. We have thrown out over 70
plain looms.

... Yes, ...
...
...
... automatic looms that are in operation there now
are in operation four years ago?
A. Yes, sir.

... have you anything to say about ...
... the only thing I have
... is to give them the

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Chamberland,

and that number is determined by the office.

Q. Now, when you say, "Give them the number of looms that they can make their pay with," what do you mean by that? A. I mean that we have standards.

Q. Yes? A. Now, due to the variety of work that is handled in my department sometimes one weaver runs two, three and four or five different classes of work. Now, all classes of work don't comprise the same number of looms to a job, therefore, I take the percentage of each different class of work to bring this chap up to his full quota.

Q. That is, so that he would be making what you term your basic wage? A. Yes, sir.

Q. I see, and on some jobs he would not be able to make the basic wage and on others he would make over the basic wage, probably? A. You have got me wrong.

Q. Well, I want to get you right? A. All jobs are based on the same base, only it takes a different number of looms to get to that base.

Q. Yes. Oh, I see, you say all jobs are based on the same base? A. On the same base, yes.

Q. Now, what do you mean by that? A. All weavers' salaries are based on 19.15 for 55 hours.

BY THE COMMISSIONER: Q. That is the estimate? A. That is the possible wage.

BY MR. McRUER: Q. How long has that been in effect, \$19.50 for 55 hours? A. How long has that

and that number is determined by the office.

.. Now, when you say, "Give them the number of

rooms that they are working in," that is

you mean by that? A. I mean that we have standards.

.. Yes? A. Now, due to the variety of work

that is handled in my department sometimes one worker

works two, three and four or five different classes

of work. Now, all classes of work are classified the

same number of rooms to a job, therefore, I take the

percentage of each different class of work to bring

this cheap up to his full quota.

.. That is, so that no worker is being kept

you mean your quota is never? A. Yes, sir.

.. I see, and on some jobs he would not be able

to make the basic wage and on others he would make

over the basic wage, wouldn't? A. You have got

.. Well, I want to get you right? A. All

jobs are based on the same base, only it takes a

different number of rooms to get to that base.

.. Yes. Oh, I see, you say all jobs are based

on the same base? A. On the same base, yes.

.. Now, what do you mean by that? A. All

workers, salaries are based on 15.15 per 10 hours.

BY THE COURT: Now, that is the estimate?

A. That is the possible wage.

BY THE COURT: Now, that is the estimate?

WITNESSES: (names) (names) (names)

been in effect?

Q. Yes? A. Since the last adjustment in pay.

Q. When was that? A. Two years ago, I think.

Q. Two years ago? A. Yes, sir.

5 Q. Well, probably we can find that out, because that is one of the things I want to get if I can.

Now, this is a summary of the pay roll, or summary of piece work earnings we have here, and I have got the pay of October 12th, 1935, just turned it up at random.

10 Now, let us see if we can find the weavers. Weavers, auto-narrow, \$19.15. I see in this pay, the weavers on the auto-narrow earned \$16.06 for 55 hours, or \$3.09 under the basic rate. When you say that you apportion the jobs so that they may earn the basic rate, what would
15 you say that was due to, that in this case the first one I put my finger on is \$3.09 under the basic rate?

A. There is a possibility of waiting for work, and there is also the possibility of the lack of efficiency
20 of the weaver.

Q. I see. Well, let us take the pay roll immediately prior to that and see what story it tells, That is September 25th, 1935. Weavers, on a narrow,
25 they earned 7 cents under the basic rate, - pretty well up to it there. But the weavers on the auto-wide earned \$12.92 or \$6.13 under the basic rate. There seems to be very little done that week; has that any relevancy to it; it is just five and a half cuts;
30 there does not appear to have been very much work that week

been in effect?

A. Since the last adjustment in pay.

Q. How long has that been in effect?

A. The last time I saw it was in 1935.

Q. Well, probably we can find that out, because

that is one of the things I want to get it I can.

Now, this is a summary of the pay roll, or summary of

pieces work earnings we have here, and I have got the

of October 1935, 1936, just found it up at number.

Now, let us see if we can find the weavers, weavers,

auto-narrow, \$19.15. I see in this pay, the weavers

on the auto-narrow earned \$15.65 for 55 hours, or \$28.

under the basic rate. I see you say that you are

the jobs so that they may earn the basic rate, and that

you say that was one of, that in this case the

one I put my finger on is \$15.00 under the basic rate.

A. There is a possibility of waiting for work, and

there is also the possibility of the lack of efficiency

of the weaver.

Q. I see. Well, let us take the pay roll

immediately prior to that and see what story it tells.

That is September 1935, 1936, weavers, in a factory,

they earned 7 cents under the basic rate, - they

well up to it there. But the weavers on the auto-narrow

earned \$15.65 or \$16.15 under the basic rate. There

was a big difference between the two groups.

Relevance to it; it is just five and a half cents;

there was a big difference between the two groups.

Weavers on the blankets, do they come under you?

A. Yes, sir.

Q. They appear to have been \$3.28 under the basic rate. Apparently they don't come out at the basic rate very often? A. Well now, I will tell you, we give them a job; all weavers are given a job, to make their basic rate. Some don't, and some of them do; some of them go over.

Q. Well, let us see how many go over it. Taking this at random, and I will take any dates that you suggest if you think they are not fair, -September 14th, weavers, auto-narrow; they earned 17.51 or 1.64 under the basic rate; auto-wide \$18.06, or 1.09 under the basic rate; blankets, 16.31 or 2.84 under the basic rate? A. You have only a summary there.

Q. Then we go back to August 17th. Weavers auto-narrow were \$2.72 under the basic rate, and auto-wide 37 cents under the basic rate, and on the blankets \$2.60 under the basic rate. Now, we might go back for a year and see what happened over there. Take November 24th, 1934, weavers auto-narrow; we have not got the basic rate stated in the pay roll there. What would it be in November, 1934? Would that be before or after the change? A. After.

Q. That is after the change, so it would still be \$19.15; they earned \$16.84, which is quite a bit below; on the auto-wide, 19.10, and on the blankets, 19.26. Well, just let us take another. This is October 13th, 1934. Weavers auto-narrow, \$19.37;

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Chamberland,

auto-wide \$17.10; oh, that is plain, that would not be the same.

A. That would be the exceptional case.

Q. Now, your duty was to distribute the work so that I take it a reasonable average efficient weaver should be able to make the basic rate?

A. Or more.

Q. Or more? A. Yes.

Q. Well, we do not find many instances, but I will try again.

THE COMMISSIONER: Have you found any case where a weaver earned more?

MR. McRUER: An occasional one.

BY MR. McRUER: Q. I think the average is the fairest way to take it, is it not?

A. Yes, the average is.

Q. Because you will get one very good one, and one very poor one. I am not criticizing you, but there is no doubt that the fairest way of determining this is by taking the average?

A. By taking the average, yes.

Q. Then March 2nd, 1935, and I have just turned that up again by accident; the auto-narrow is 1.83 under the basic rate; the auto-wide 5.91 under the basic rate, and on the blankets, 1.10 under the basic rate. Let us get a real recent one and see how they are there.

THE COMMISSIONER: We will take a recess now for 10 minutes, Mr. McRuer.

-- The Commission adjourned for 10 minutes.

1932

Chamberlain,

auto-ride 117.10; oh, that is plain, that would not be

the same. A. That would be the exceptional case.

Q. Now, your duty was to distribute the work so

that I take it a reasonable average efficient weaver

should be able to make the 120 pieces?

A. Well, we do not find many instances, but I

will try again.

Q. Now, I have you found any case where

a weaver gained more?

A. Occasional ones.

Q. Now, I think the average is the

fairest way to take it, is it not?

A. Yes, the

average is. Q. Because you will get one very good one, and one

very poor one. A. I am not satisfied with that.

there is no doubt that the fairest way of determining

this is by taking the average?

A. By taking the

Q. Then March and 1932, and I have just turned

that up again by accident; the auto-ride is 1.25

under the basic rate; the auto-ride 5.51 under the basic

rate, and in the blankets, 1.10 under the basic rate.

Let us get a real recent one and see how they are doing.

Q. The overall work? A. I will take a recent one for

-- On resuming.

BY MR. MORUER: Q. Mr. Chamberland, we were just going to look at the pay roll of March 14th, 1936, and under the heading, weavers, cloth; they received \$1.33 less than the basic rate and weavers, blankets, \$1.05 less than the basic rate. Of course, those figures are per week, not per fortnight? A. Yes.

Q. Now, have you any explanation as to why one should find so often that the weavers received very substantially under the amount of the basic rate?

A. The specific reason of that is that all efficiency is not the same. All weavers cannot weave the same.

Q. I can quite grant you that, but these are averages in the mill, and I understood that the basic rate was worked out for the reasonably average weaver in that mill; isn't it? A. It is supposed to be.

Q. Yes, is there any other explanation you want to offer in regard to it? A. I don't know of any other.

Q. Well, do the battery fillers come under you? A. Yes, sir.

Q. I see, and have you anything to do with the distribution of the piece work to the battery fillers? A. Yes, sir.

Q. What do you do in regard to that? A. I use the same process as I use for the weavers.

Q. That is -- probably you might explain to me what a battery filler does? A. They take the bobbins from the box as they come from the spinning department and they put them into the cylinder on the end of the looms. They are there for the looms to

சுருதி என்னும் சொல், மூலதனமென்பது, அதன் பொருள் உருகுக. ௩௩

change by itself. That is all they do, put it into the cylinder.

Q. They put the bobbins into the cylinder?

A. Yes.

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Q. On what basis are they paid? A. \$9.60,

I believe.

Q. That is the basic rate? A. Yes.

Q. But on what basis are they actually paid; how is their pay worked out? A. By the cut, the same as the weaver.

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Q. The number of cuts that go through?

A. Yes.

Q. So that if the weaver does not get his work done then the bobbins boys, do you call them --

15

A. Battery hands.

Q. Battery hands, the battery hands will not get paid? A. Naturally, the weavers have to keep up their production.

20

Q. They are dependent on the efficiency of the weaver? A. Of the weaver.

Q. Well now, let us examine the pay roll and see how the battery fillers get along. I am just looking at the pay roll now of January 4, 1936, page 3, opened at random again. The battery fillers, auto narrow, there are none; battery fillers, auto wide --

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A. Auto narrow, there should be, that is where they are needed most.

Q. Is it bracketed with auto wide? A. It

30

should not be. It should be with the blankets --

Q. Just let us turn to one where there is no

change by itself. That is all they do, put it into the cylinder.

Q. They put the gasoline into the cylinder?

A. Yes, on what basis are they paid?

I believe.

Q. That is the basis rate?

A. Yes, but on what basis are they actually paid; how

is their pay worked out?

A. Of the cut, the same as the weaver.

Q. The number of cuts that go through?

A. Yes.

Q. No that if the weaver does not get his work

done then the bobbins have, do you call them --

A. Battery hands.

Q. Battery hands, the battery hands will not

get paid? A. Naturally, the weavers have

to keep up their production.

Q. They are dependent on the efficiency of the

weaver? A. Of the weaver.

Q. Well now, let us examine the way roll and see

how the battery fillers get along. I am just looking

at the way roll now of January 4, 1936, page 3, column

at random again. The battery fillers, auto narrow,

there are none; battery fillers, auto wide --

A. Auto narrow, there should be, that is where they

are needed most.

Q. Is it indicated with auto wide? A. It

should not be. It should be with the battery --

Q. Just let us turn to one where there is no

confusion about it. There is no use in getting anything unusual or any defect in the making up of the pay roll, or the summary, rather. This probably can give you the other side of the picture this time. This is the pay roll of November 23, 1935, battery fillers, auto narrow, they have here 19 cents under the basic rate. The basic rate is \$9.60 for 55 hours and the weavers, auto narrow, have \$2.31 under the basic rate, there the basic rate being \$19.15. It does not seem to be in proportion? A. No.

Q. What would be the explanation of that? You see, the weavers are down \$2.31 on the basis of \$19.15 while the battery fillers are down 19 cents on the basis of \$9.60? A. Because I always keep my battery fillers at about 105, 106, 107% of their jobs instead of just 100.

Q. Oh, I see. A. I put them a little over their allotment.

Q. You put the allotment of the weavers at what you call 100%? A. And the battery hand a little over. That is where piece work comes in. The more they make the more they get.

Q. Yes, I understand that; just one thing I was going to draw the Commissioner's attention to, here, on page 7, weavers, auto wide, a total number of hours of 118. They seem to have earned \$4.36 more than the basic rate, but again, that is apparently just one weaver, probably, or it is a very few hours, 118 hours in the two weeks? A. Yes.

... thing unusual or any defect in the making up of the pay
roll, or the summary, rather. This probably can give
you the other side of the picture this time. This is
the pay roll of November 18, 1935, battery fillers,
auto narrow, they have been 19 cents under the basic
rate. The basic rate is \$2.80 for 33 hours and the
weavers, auto narrow, have \$2.31 under the basic rate,
where the basic rate being \$1.15. It does not seem
to be in proportion. A. No.

Q. What would be the explanation of that? You say
the weavers are down \$2.31 on the basis of \$19.15
while the battery fillers are down 19 cents on the
basis of \$2.80? A. Because I always keep
my battery fillers at about 100, 105, 107 of their
jobs instead of just 100.
Q. Oh, I see. A. I put them a little over
their allotment.

Q. You put the allotment of the weavers at what
you call 100? A. And the battery had a little
over. That is where place work comes in. The more
they make the more they get.

Q. Yes, I understand that; just one thing I was
going to draw the Commissioner's attention to, here,
on page 7, weavers, auto wide, a total number of hours
of 110. They seem to have earned \$4.35 more than
the basic rate, but again, what is the reason for that?
... or it is a very low figure, and ...
A. Yes.

Q. So that in that instance -- A. It shows that the possibility is there.

Q. In that instance some person earned \$4.36 more than the \$19.15, but you will agree with me that it isn't fair to take a particular instance of a few number of hours to show anything? A. If I had the detailed pay roll here I could show you that some weavers are doing it regularly, quite regularly.

Q. Some may be --

BY THE COMMISSIONER: Q. Above the basic rate?

A. Yes, sir.

Q. Regularly? A. Some of them go most regularly above.

BY MR. McRUER: Q. Have we got the last pay roll here? I don't see it. We will take another pay roll and look at it. Here is one, June 8th, 1935, I don't know what it will bring forth, but we will have a look at it. Weavers there on the auto narrow are 99 cents under and on the plain narrow \$3.28 under, but then again that was only 52 hours, and despite what you say I don't think it is a fair thing to take as an indication. The battery fillers seem to have been all grouped here and their basic rate there is \$8.00 and they were \$8.73. That is 73 cents over. When was the battery fillers' basic rate increased? This is just a year ago. Can you tell me that? A. On the blanket looms they are \$8.00 and on the narrow looms they are \$9.60.

Q. I see; they are not paid at the same rate?

A. No, sir.

Q. So that in that instance --

that the possibility is there.

Q. In that instance some person earned \$4.75

more than the \$19.15, but you will agree with me that

it isn't fair to be a number of instances of a few

number of hours to know anything? A. If I had

the detailed pay roll here I could show you that some

weavers are doing it regularly, quite regularly.

Q. Some may be --

BY THE COURT: Q. Above the basic rate?

A. Yes, sir.

Q. Regularly? A. Some of them do not

regularly above.

Q. Now, would you have to get the last pay roll

here? I don't see it. We will take another pay

roll and look at it. Here is one, June 2nd, 1938,

I don't know what it will bring forth, but we will

have a look at it. Weavers there on the auto narrow

are 92 cents under and on the plain narrow \$5.25 under

but then again that was only 52 hours, and besides

what you say I don't think it is a fair thing to take

as an indication. The battery filers seem to have

been all grouped here and their rates there is

\$8.00 and they were \$8.75. That is 75 cents over.

When was the battery filers' basic rate increased?

This is just a year ago. Can you tell me this?

A. On the blanket looms they are \$8.00 and on the

narrow looms they are \$8.50.

Q. I see; they are not paid at the same rate?

A. Yes, sir.

Q. I am looking at December 21, 1935, page 3; they appear to be \$9.60 there and it seems to be all bracketed?

A. I cannot get that.

Q. You cannot get that? A. I cannot make that out.

Q. Let us try the last one and see how they dealt with it there. In the last one we have the battery fillers all bracketed and in as \$9.60. There is the last pay roll, April 11, 1936, at least, the last one we have in the book. Have you any idea how they make that up?

A. The narrow battery hand must be away over the base and then the other being a little under it averages to that. That is the only way I can make it out.

Q. Well, it seems strange to put them in together when they have not the same basic rate? A. Let us see what we have here.

Q. What have you got there? Are those the basic rates? A. I have got them here, yes.

Apparently they are all on the same base, the blankets, all on the same base.

Q. Now, you have with you the basic rates and how the rates are made up for you? A. Yes, sir.

Q. Does this go back to the period before the change in rates? A. December 18, 1935.

Q. Well, when did the change take place?

A. Two years ago.

Q. The last change; so this won't go back before the change. Well, I would like to get the rates prevailing over these periods, before they were reduced

Q. I am looking at December 21, 1986, page 8; the
caption to be \$9.00 there and it seems to be all wrong-

A. I cannot get that.

Q. You cannot get that? A. I cannot make that

out.

Q. Let us try the last one and see how they dealt

with it there. In the last one we have the factory

figures all bracketed and in at \$9.00. There is the

last pay roll, April 12, 1986, at least, the last one

we have in the book. Have you any idea how they

made that up? A. The narrow battery house

went he away over the base and then the other being a

little under it average to that. That is the only

way I can make it out.

Q. Well, it seems strange to put them in together

when they were not the same basis really? A. Not

us see what we have here.

Q. What have you got there? And those the

basic rates? A. I have got them here, yes.

Apparently they are all on the same base, the figures

all on the same base.

Q. Now, you have with you the basic rates and the

the rates are made up for that? A. Yes, sir.

Q. Does this go back to the period before the

change in rates? A. December 12, 1986.

Q. Well, when did the change take effect?

A. The first day.

Q. The last change; so this is the last one before

the change. Well, I would like to see the rates

examined over these periods, before they were made

which was about 1932 -- they were reduced in 1932 --

MR. BLAIR GORDON: April, 1933.

BY MR. McRUER: Q. April, 1933, and the rates that prevailed after April, 1933 and then the rates that prevailed after the increase that was made. There was supposed to be a 10% reduction and then a 5% increase? A. Yes.

Q. Now, I would like to get the rates that prevailed over those periods? A. I haven't got them.

Q. Well, haven't they got them in your department? A. No, when I have a new set of rates given to me I destroy the old sets.

Q. Well, there are statements made by the employees here as to what they got some years ago and what they drew afterwards, and so on. Now, I would like to be able to verify by the records from your mill, and particularly in your department as to actually what the employees were paid and the basis on which they were paid? A. I haven't got it.

Q. You haven't got it? A. No, sir.

Q. As far as you are concerned there is no record available? A. There must be in the office, but I haven't got them.

Q. Well, I will deal with you only, and we will have to inquire from the office. As far as you are concerned you have no records available?

A. No, sir.

Q. That will show what rates prevailed before the reduction said to have been 10% and what rates prevailed after, and what rates prevailed at the time

which was about 1935 - they were reduced in 1935 --

MR. WALKER: April, 1938.

MY MR. WALKER: April, 1938, and the notes that

prevailed after April, 1938 and then the notes that

prevailed after the increase that was made. There

was supposed to be a 10% reduction and then a 5%

increase.

Q. Now, I would like to get the notes that pre-

valued over those periods? A. I haven't got them.

Q. Well, haven't they got them in your department?

A. No, when I have a new set of notes given to me I

destroy the old ones.

Q. Well, there are statements made by two em-

ployees here as to what the notes were and

what they were afterwards, and so on. Now, I would

like to be able to verify by the records from your

files, and particularly in your department as to

actually what the employees were paid and the basis

on which they were paid? A. I haven't got it.

Q. You haven't got it?

A. As far as you are concerned there is no record

available? A. There would be in the office,

but I haven't got them.

Q. Well, (will you please) and will you

have to inquire from the office.

are concerned you have no record available?

A. No, sir.

Q. That will show what notes, revealed notes

the reduction was to have been 10% and what notes

revealed notes, and what notes revealed notes

of the increase said to have been 5%? A. Every time the rates were changed I destroyed the old rates.

Q. So what you produce now are the ones that are in force now? A. The ones that are in force now.

5 Q. Well now, the first page of this, which is dated December 18th, 1935, is a list of titles and occupations and opposite each the numbers of employees in each occupation; is that it? A. That is all day pay.

Q. This is day pay? A. Yes, the standard pay.

10 Q. We have the numbers of employees, the hourly rate where they are paid by the hour, I take it? A. Yes. Where they are paid by piece work is further on in the book.

Q. It is represented by P.W., I take it?

15 A. P.W.

Q. I see one instance here, seven bobbin cleaners?

A. Yes.

Q. They are paid by piece work. Then you have weekly wage, 55 hours; that is what you call the basic wage? A. The basic wage.

20 Q. Then, the total amount paid; that is the total amount that the number of employees employed on each occupation would be paid? A. At their basic wage.

25 Q. Yes; for instance you have 50 weavers; they are on piece work, a basic wage of \$19.15, they would be paid \$957.50. Tell me, what is the object of your being supplied with a figure which will show the total amount that the weavers should be paid in your department? A. This is not a limit. Don't

30 consider that as a limit.

of the business with a firm basis for

time the prices were changed I thought of it

as well as you might say and that was the

in force now

of the law, the first of the law, which is

the law, 1937, is a list of prices and

and opposite each the number of employees in each

company is that is

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weekly wages, 55 hours; that is what you will see

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Q. No, but that is not the question I asked you.

It was what was the object of you being supplied with those figures, that is, with the total amount, \$957.50? What is the object of you having that figure before you?

A. I don't need it.

Q. Well, that does not answer my question either.

I said what is the object of having it? A. I cannot tell you what the object is. I am furnished with it and that is all, but I don't use it.

Q. You don't use it. You see there was a suggestion made by employees, if I apprehended correctly, that the work is sort of budgeted in the mill, that there is so much money to spend among a certain number of employees, and that it is worked out to spend within that amount of money. Now, I think I stated it correctly what the suggestion is that has been made. Now, your duty is to distribute the work so it comes up to the basic wage, and you are supplied with a total amount that apparently would be taken to be the maximum or the average pay/spent in that department?

A. Providing that there is 50 weavers there.

Q. Yes. You would know at once if you had 40 weavers what it should be? A. Surely.

Q. You say you make no use of that at all?

A. This year, no, I don't bother with that.

Q. I suppose, as a matter of fact, the same thing would work out if you were distributing the work on the basis of the basic wage; if you had 40 weavers and you distributed it on the basic wage that would work it out to the total amount, anyway? A. Yes.

1. No, but that is not the question I asked you.

It was what was the object of you being supplied with

those figures, that is, with the total amount, \$257,000.

What is the object of you having that figure before you

A. I don't need it.

Q. Well, that does not answer my question either.

I said what is the object of having it?

A. I cannot tell you what the object is. I am furnished

with it and that is all, but I don't use it.

Q. You don't use it. You use there was a check-

then made by my agency, I am supposed to carry,

that the work is sort of budgeted in the bill, that

there is so much money to spend among a certain number

of employees, and that it is worked out to spend within

that amount of money. Now, I think I stated it

correctly what the suggestion is that has been made.

Now, your duty is to distribute the work so it comes

up to the basic wage, and you are supplied with a

total amount that apparently would be taken to be the

to be

maximum or the average pay/sent in that department?

A. Providing that there is no more there.

Q. Now, you would know the wage if you had 40

workers that it should be? ... Surely.

Q. You say you make no use of that at all?

A. This year, no, I don't bother with that.

Q. I suppose, as a matter of fact, the same thing

would work out if you were distributing the work on

the basis of the basic wage; if you had 40 workers

and you distributed it on the basis of the basic wage

work it out to the total amount, say, say, say.

That is night work, the same rates.

Q. The second page is night work worked on the basis, though, of 62½ hours? A. Yes.

Q. Is it worked out on the same hourly rate?

A. The rate per hour is the same.

Q. Now, the next page, which is dated April 2, 1934 -- when was it you said the revision came in? When did the upward revision come in? The downward one was in 1933 and the upward one was -- we just had it a moment ago, I think, from Mr. Gordon.

MR. BLAIR GORDON: April, 1934.

MR. McRUER: April, 1934. That would probably be this revision.

Q. Now, I want to see if we can understand what this sheet is. We have style A2- 16 F. What does that refer to? A. That is an attachment that is on the loom, the feeler we call it.

Q. What do you mean by that? A. It is an attachment on the loom that changes the filling before it runs out. It gives more work to the machine there and less work for the weaver to attend to.

Q. What is this -- does that refer to the style of the cloth? A. The style of the cloth.

Q. Picks 2, looms per weaver 24? A. 24.

Q. And the rates? A. 24.59 cents per cut.

Q. What does the 160 refer to? A. That is the speed.

Q. The speed of the loom? A. Yes, sir.

Q. 160 -- A. Revolutions per minute.

That is right, Mr. Baylis, the same rates.

Q. The second page is right with worked on the

page, I think, is right.

Q. Is it worked out on the same hourly rates?

A. The rate per hour is the same.

Q. Now, the next page, which is dated April 8,

1934 -- when was it you said the revision came in?

When did the revision come in? The downward

one was in 1933 and the upward one was -- we just had

a moment ago, I think, from Mr. Gordon.

Q. Now, is correct: April, 1934.

MR. BAYLIS: April, 1934. That would, possibly

be this revision.

Q. Now, I want to see it so we can understand what

this sheet is. We have type AS-16 P. What does

that refer to?

A. That is an attachment that

is on the loom, the feeder we call it.

Q. What do you mean by that?

A. It is an attachment on the loom that changes the filling & how

it runs out. It gives more work to the weaver to

and less work for the weaver to attend to.

Q. What is this -- does that refer to the type

of the cloth?

A. The style of the cloth.

Q. And the reason?

A. And the reason?

Q. What does the 160 refer to?

A. That is the

Q. The speed of the loom?

A. Yes, sir.

Q. And the net result of it is that on a style of that sort with 32 picks and 24 looms per weaver, the weaver is paid 24.59 cents per cut? A. Per cut.

Q. And on a loom having a speed of 166, it is 23.84 cents? A. Yes.

Q. Per cut? A. Per cut.

Q. Then, we run on down and some there are 90 looms to a weaver? A. Yes.

Q. Some 60, some 70, 60, 70, 50, 50, 60, 70 and the rate per cut is lowered or raised according to the number of looms per weaver and the speed of the loom? A. And the speed of the loom.

Q. Yes. Now, just to take a practical example of an employee working on this first style, A2-16 F, 32 picks, 24 looms and the rate 160 -- A. Revolutions 160.

Q. Revolutions 160; how would that employee know what he or she was entitled to while working on that piece? A. I don't get you there.

Q. Well, the employees at the machine there weaving that piece, how does that employee know how many -- what he or she is paid per cut? A. Not unless she asks me or asks my clerks.

Q. Not unless she asks you or asks your clerks; now, I just want to get the practical working out of it so that I may understand it. A piece of work is allocated to the employee by you. You allocate the number of looms so that the employee will earn -- have a reasonable chance to earn the basic rate; put it that way. If they are abnormally efficient they might go

Q. And the rest of it is that on a style of that sort with 12 picks and 12 looms per revolution, the reaper is paid \$4.50 cents per cut? A. For cut? Q. And on a loom having a speed of 100, it is

25.00 cents A. Yes.

5

Q. Then, we run on down and some there are 30 looms to a reaper? A. Yes.

Q. Some 50, some 70, 80, 90, 100, 110, 120, 130, 140 and the reaper out is lowered or raised according to the number of looms per reaper and the speed of the loom? A. And the speed of the loom.

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Q. Yes. Now, just to take a practical example of an employee working on this first style, 12-12 F, 12 picks, 12 looms and the rate 100 -- A. Revolutions 100.

15

Q. Revolutions 100; how would that employee know what he or she was entitled to while working on that piece? A. I don't get you there.

20

Q. Well, the employees at the machine there

Q. -- what he or she is paid per cut? A. Not unless she asks me or asks my cousin.

25

Q. But unless she asks you or asks your cousin; now, I just want to get the practical working out of it so that I may understand it. A piece of work is allotted to the employee by her. For instance she

number of looms so that the employee will earn -- my

over it and if they are abnormally deficient they go under?

A. They stay under.

Q. And the rate of pay, of course, varies according to the type of work that the employee is doing?

5

A. Yes, sir.

Q. And the employee works away and then at periodic times -- is it daily you take a record of the number of cuts?

A. It is marked every day.

Q. How are they marked?

A. On a board.

10

Q. Pardon?

A. On a board.

Q. Well, on a board in the weave room?

A. In the cloth room.

Q. Where is the cloth room?

A. Next to the

weave room.

15

Q. Not the room where the employees work?

A. No.

Q. And how are they marked in the cloth room?

What is the system, just tell me now; let us stick to our example, this style that is going through here of A2-16 F. How would that be recorded in the cloth room?

20

A. The loom number and the

style and the amount produced.

Q. Is it a blackboard?

A. Sheets of paper.

Q. On sheets of paper?

A. Tacked to a board.

25

Q. Tacked to a board, sheets of paper tacked to a board, the loom number, the style and the amount?

A. And the amount.

Q. Is posted?

A. One cut or two cuts.

30

Q. One cut or two cuts, whatever has been done on that, is posted daily?

A. Not posted daily, the

3445

Unsubstantiated

Q. Now, is this the same as the evidence that you have seen in the past?

A. Yes, sir.

Q. And the rate of pay, of course, varies according to the type of work that the employee is doing?

A. Yes, sir.

Q. And the employee works away and then at periodic times -- is it only you take a record of the number of cases?

A. It is marked every day.

Q. Now, on a point in the news room?

A. In the clock room.

Q. Where is the clock room?

A. Next to the news room.

Q. Now, where the employees work?

A. And how are they marked in the clock room?

Q. That is the system, just tell me now; let me stick to our example, this style that is going through here of A-12 V. Now would that be recorded in the clock room?

A. The room number and the style and the amount produced.

Q. Is it a blackboard?

A. Sheets of paper.

Q. On sheets of paper?

A. Tacked to a board.

Q. Tacked to a board, sheets of paper tacked to a board, the room number, the style and the amount?

A. Yes, sir.

Q. Is posted?

A. One out of two only.

Q. One out of two only, whatever has been done on that is posted daily?

A. Yes, sir.

daily production is not posted, it is posted fortnightly.

Q. It is posted every fortnight? A. Yes.

Q. Well, two or three different people might be working on that loom in the fortnight? A. There is a possibility.

Q. And at the end of the fortnight there must be quite a volume of those sheets that would be posted?

A. No, they are all condensed down to the weaver's name and the amount of cuts he has produced on each style.

Q. The weaver's name is posted in the board room?

A. Yes, sir.

Q. With the number of cuts? A. In the weave room -- in the cloth room.

and
Q. They are recorded in the cloth room/fortnightly; they are condensed down to the weaver's name and his total production per style. Those are posted in the weave room? A. They are posted in the weave room.

Q. Fortnightly? A. Yes.

Q. Per style? A. Yes.

Q. But there is no information when that is posted as to the price that is paid per cut? A. No, sir, there isn't.

Q. Can you tell me why not? A. (No audible answer).

Q. You cannot tell me? It seems to me an extraordinary thing, Mr. Chamberland, that you would

daily production is not posted, it is posted tomorrow.

Q. It is posted every fortnight?

A. Well, two or three different people might be

working on that item in the fortnight.

A. There is

Q. And at the end of the fortnight there must be

quite a volume of these sheets that would be posted?

A. No, they are all condensed down to the weaver's

name and the amount of cuts he has produced on each

style.

Q. The weaver's name is posted in the board room?

A. Yes, sir.

Q. With the number of cuts?

A. In the weaver

room -- in the cloth room.

Q. And

Q. They are recorded in the cloth room/fortnightly?

they are condensed down to the weaver's name and his

total production per style.

Q. Those are posted in the weaver

Q. They are posted in the weaver

room.

Q. Is that right?

A. Yes, sir.

Q. But there is no information about that is

posted as to the price that is paid per cut?

A. No, sir, there isn't.

Q. Can you tell me why not?

A. (An audible

Q. You cannot tell me?

extraordinary thing, Mr. Chamberlain, that you would

post a lot of detail information that tells the weaver if he wishes to look it up how much his loom has produced in the fortnight so that he would know what he has produced, but you don't tell him the rate he is producing at? A. It was done that way when I took the job and I did not disturb it. I left it as it was.

Q. Did you ever discuss it with any of your superiors? A. I haven't.

Q. Did the employees ever ask you as to what the rate per cut was, on what rate per cut they were being paid? A. A very few times.

Q. When they have asked you have you told them? A. Surely.

Q. Is there any object in not informing the employees as to -- A. None.

Q. What possible value can there be in the information in regard to the number of cuts to the employees if they don't know at what rate they are being paid? A. If they know what they are producing, and upon request we furnish them with the price per cut they can figure their pay out.

Q. Yes, I could have arrived at that conclusion myself, that is, providing I had ever had experience in a very elementary school, but I am asking you what possible information -- what possible use they could make of the information as to how many cuts they produced in the fortnight if they were not told how much they were being paid per out?

... of the ...
... it is ...
... in the ...
... he has ...
... It was ...
... rate he is ...
... that was when I ...
... I left it ...
... Did you ever ...
... Did the ...
... on what ...
... A very ...
... When they ...
... Surely.
... Is there any ...
... What possible ...
... information is ...
... employees if ...
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A. Not much use.

Q. Not much use, and the pay per cut, of course, would vary with each style? You are nodding your head, the reporter cannot see it. You agree with that?

A. Yes.

Q. Well then, I ask you have you any idea as to what the reason is for posting the information as to the number of cuts that each loom had produced in the fortnight?

A. That was being posted when I took the job and I have never questioned why. I just simply carried on as it was done.

Q. That is the whole of it as far as you are concerned, Mr. Chamberland?

A. Yes, sir.

Q. I see. I wonder if we might have this book filed, these sheets filed; you have copies of them?

A. Yes, we have another set.

Q. Thank you --

THE COMMISSIONER: What would you call it?

MR. McRUER: Is this the same as in the black book?

MR. FLEMING: It is already filed; it is essentially the same thing.

THE COMMISSIONER: Has that black book been filed?

MR. McRUER: That black book was not filed because Mr. Fleming was to get us one that was up to date.

There were certain changes, Mr. Holiday said, I think, that it might not be up to date, or Mr. Fleming said there were certain changes.

MR. FLEMING: Within the last couple of weeks, any changes made within the last couple of weeks, I said, would not be in the book.

A. Not much more.

Q. Not much more, and the day has not yet come, would you have been able to find the information you need, the information cannot be found?

A. Yes.

Q. Well then, I ask you have you any idea as to what the reason is for giving the information on the number of cases that each firm had produced in the territory?

A. That was being posted when I took the job and I have never questioned why. I just simply carried on as it was done.

Q. That is the whole of it as far as you are concerned, Mr. Brydick?

A. Yes, Sir.

Q. I see. I wonder if we might have this book filled, these sheets filled; you have copies of

A. Yes, we have another set.

THE COMMISSIONER: What would you call that?

MR. BRYDIE: Is this the same as in the black book?

THE COMMISSIONER: Yes, it is the same.

THE COMMISSIONER: Now that black book has been filled?

MR. BRYDIE: That black book has not been filled because

Mr. Fleming was to get no one that was up to date.

There were certain changes, Mr. Brydick said, I think

that it might not be up to date, or Mr. Fleming said

that they were not up to date.

MR. BRYDIE: Within the last couple of months, the

changes made within the last couple of weeks, I said,

might not be in the book.

THE COMMISSIONER: when that book is produced it will contain this information?

MR. McRUER: It will contain this information?

MR. FLEMING: It will contain this information.

MR. McRUER: Alright, we have it still here, and we intend to file that.

Q. Now, another question, Mr. Chamberland, in reference to those in your department that are engaged on piece work and being paid according to the pay roll on piece work; is there any reason as far as you know why they should not be paid on the basis of exactly what they produce? A. Just the way they are being paid.

Q. I say is there any reason why -- A. Absolutely no reason.

Q. No reason whatever; that is, if they produced a certain -- or if it is reported from your department that they have produced a certain number of cuts they are entitled to be paid for that number of cuts?

A. For exactly that amount of cuts at the rate set.

Q. What constitutes a cut, Mr. Chamberland?

A. 120 yards.

Q. And what method is there of measuring the 120 yards? A. It is done at the slasher in the preparation.

Q. How? A. The number of revolutions of the slasher leaves a mark on the yarn that gives you 120 yards of woven cloth between marks.

Q. That is after it is taken off the looms?

A. Yes, sir.

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Q. Now, when that book is received, it

will contain this information:

A. Yes; it will contain this information:

Q. Now, when that book is received, it

will contain this information:

Q. Now, when that book is received, it

will contain this information:

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will contain this information:

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will contain this information:

Q. Now, when that book is received, it

will contain this information:

Q. Now, when that book is received, it

Q. Is there any process it is put through between the loom and the slasher? A. No, sir.

Q. Do some looms not record the amount of work done in the looms automatically, in some mills?

A. In some mills, yes.

Q. How is that done, Mr. Chamberland?

A. By pick counters.

Q. Automatic pick counters? A. Yes.

Q. They would indicate the number of yards, would they? A. The number of picks.

Q. Would that give you the number of yards?

A. It would if you divided it by the number of picks per yard.

Q. So you can measure the number of yards accurately? A. If you knew the picks, yes.

Q. If you knew the number of picks per yard; was that in use in any of the mills you worked in?

A. It was.

Q. In the United States? A. Yes, sir.

Q. Generally? A. No.

Q. Not generally? A. Not generally.

Q. What was the general method of measuring cloth where the employees were working on piece work in the other mills? A. From cut mark to cut mark is figured as a cut.

Q. By automatic measurement on the slasher?

A. Yes, sir.

Q. Well, the machine that measures the cloth on the slasher is entirely automatic, is it? A. Entirely automatic.

Q. Is there any process it is put through between

the loom and the slasher?

A. No some looms not record the amount of work

done in the loom automatically, in some mills?

A. In some mills, yes.

Q. How is that done, Mr. Oberlander?

A. By pick counters.

Q. Automatic pick counters?

A. Yes.

Q. They would indicate the number of yards,

Q. Would that give you the number of yards?

A. It would if you divided it by the number of picks

per yard.

Q. Do you know what the number of yards

A. If you know the picks, yes.

Q. If you know the number of picks per yard; was

that in use in any of the mills you worked in?

A. It was.

Q. In the United States?

A. Yes, sir.

Q. Generally?

A. Not generally.

Q. What was the general method of measuring cloth

where the employees were working on piece work in the

A. From one mark to another

in the mill?

Q. Was it measured by the yard?

A. Yes, sir.

Q. Well, the number of yards was measured by the

the number of picks per yard, is it?

Yes, sir.

Q. It is not interfered with in any way?

A. Not to my knowledge.

Q. Is there a slasher in your department?

A. No, sir.

Q. It is not in your department? A. No, sir.

Q. Well then, the measure of the work that has been done by the employees in your department is taken in another department? A. Yes, sir.

Q. I see; so that you have to get the information from another department in order to know -- or in order to be able to inform the employees as to what they have done in your department? A. As far as production is concerned, the weavers' production is concerned, yes.

Q. Yes, I see. Now, will you have anything that indicates to you when the work was done? I want to get the process. The cloth is on the loom; when does it go to the slasher? A. It goes to the slasher before it comes to the loom.

Q. I beg your pardon, I got it confused. Then, you must have misinformed me in suggesting that the slasher measures the cloth? A. Measures the yarn that is involved in the 120 yards of cloth and leaves a mark that gives us 120 yards of woven cloth.

Q. That mark is on the yarn? A. On the yarn.

Q. On the warp? A. On the warp.

Q. Then, what record is there to indicate who works on that particular warp? A. The loom number.

Q. It is not interested with in any way?

A. Not to my knowledge.

Q. Is there a flasher in your department?

A. No, sir.

Q. It is not in your department? A. No, sir.

Q. Well then, the measure of the work that has

been done by the employees in your department is to

in another department? A. Yes, sir.

Q. I see; so that you have to get the information

from another department in order to know -- or in

order to be able to inform the employees as to what

they have done in your department? A. As far

as production is concerned, the weavers' production

is concerned, yes.

Q. Yes, I see. Now, will you have anything to

indicate to you when the work was done? I want to

get the process. The cloth is on the loom; when

does it go to the flasher? A. It goes to

the flasher before it comes to the loom.

Q. I beg your pardon, I got it confused. Then,

you must have misinformed me in suggesting that the

flasher was in the flasher?

the yarn that is involved in the 120 yards of cloth

and leaves a mark that gives us 120 yards of woven

cloth.

Q. That mark is on the yarn? A. On the yarn.

Q. On the warp? A. On the warp.

Q. Then, what record is there to indicate who

works on the warp?

Yes.

Q. Yes?

A. And the set of looms

is allotted to a certain weaver, her name and her loom numbers.

Q. Is the cut record, of the cut mark, taken in the morning?

A. Yes, sir.

Q. It is taken in the morning; what time?

A. The cut marks, no; the cloth has got to come off the loom first.

Q. Before you can count the number of cuts?

A. Produced, yes, sir.

Q. If there is a mark on the warp is there any way of taking it daily or anything of that sort?

A. You cannot because it takes two and three and four days to weave a cut from one cut mark to another.

Q. Well now, is there a record taken periodically of the number of cuts that have been taken off?

A. Yes, sir.

Q. How often is it taken? A. Fortnightly.

Q. Just fortnightly; well, the cloth comes off the loom, and how long is it between periods in which it is taken off the loom?

A. Two, three and four days.

Q. Then, at the end of a fortnight the number of cuts are counted?

A. It is all summarized.

Q. All summarized; what I would like to know is how you know at the end of a fortnight how many cuts were done on a particular day and on a particular loom?

A. You cannot tell that.

Q. You cannot tell that? A. You cannot tell that.

A. And the rest of looms

is allotted to a certain weaver, her name and her

loom number.

Q. Is the end record, of the end work, taken in

the morning? A. Yes, sir.

Q. It is taken in the morning; what time?

A. The cut marks, no; the cloth has got to come off

the loom first.

Q. When has the cloth been taken off?

A. Whenever, yes, sir.

Q. If there is a mark on the warp is there any

way of taking it daily or anything of that sort?

A. You cannot because it takes two and three and

four days to weave a cut from one cut mark to another.

Q. Well now, is there a record taken periodically

of the number of cuts that have been taken off?

A. Yes, sir.

Q. How often is it taken? A. Fortnightly.

Q. Just fortnightly; well, the cloth comes off

the loom, and how long is it between periods in which

it is taken off the loom? A. Two, three and

four days.

Q. When, at the end of a fortnight the number of

cuts are counted? A. It is all summarized.

Q. All summarized; what I would like to know is

how you know at the end of a fortnight how many cuts

were done on a particular day and on a particular loom?

A. You cannot tell that.

Q. You cannot tell that? A. You cannot tell

Q. Well, where there may have been during that fortnight different employees working on the same loom, how can you tell how many cuts each employee did?

A. We divide it by the hours.

5 Q. You divide it by the hours? A. By the hours of the employee.

Q. That they worked? A. Yes.

10 Q. So that where an efficient employee and an inefficient one might be working on the same loom the efficient one would not get the full result of her work; that is correct? A. That is correct.

15 Q. Well, would the automatic machine that records the number of picks not be a more fair and accurate way of measuring piece work of employees? A. To my personal opinion, yes.

Q. I would think it would.

THE COMMISSIONER: well, we will adjourn now until two o'clock.

20 -- The Commission adjourned at 12.30 p.m., Wednesday, May 6th, 1936, to resume at 2 o'clock p.m. Wednesday, May 6th, 1936.

25 (page 3455 follows)

Q. Well, where there may have been during that
period, how can you tell how many cuts each employee
did? A. We divide it by the hours.

Q. You divide it by the hours?
A. By the hours of the employee.

Q. That they worked?
A. Yes.

Q. So that where an efficient employee and an
inefficient one might be working on the same floor
the efficient one would not get the full credit of
her work; that is correct? A. That is correct.

Q. Well, would the automatic machine that
records the number of picks not be a more fair and
accurate way of measuring piece work of employees?
A. To my personal opinion, yes.
Q. I would think it would.

THE COMMISSIONER: Well, we will adjourn now until
two o'clock.

— The Commission adjourned at 12:15 p.m. on
May 20, 1936, to resume at 2 o'clock p.m. on
May 21, 1936.

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AFTERNOON SESSION

-- The Commission resumed at 2 o'clock p.m.

JOSEPH G. CHAMBERLAND,

EXAMINATION BY MR. McRUER (RESUMED):

Q. Mr. Chamberland, an employee by the name of
Cautier gave evidence in respect to punishment, you
might call it, that was meted out to him in regard
to work that was not up to standard, or referred to as
bad work; are deductions made from the pay of the
employees for work that is not what you would term
good work? A. We have had a notice posted in
the mill for some time back, that work that was
classified as second quality work would be paid half
price, that is, second quality work price paid would
be half price.

Q. Second quality work? A. Is paid half price.

Q. Who is it that classifies the work? A. The
Inspection Department.

Q. Well, that is rather broad. How is that
classification done? A. Well, it is inspected by
them, and if there are too many faults to find to
pass it as first quality work it is passed as second.

Q. Let us deal with the work of a particular
employee, say, for the purpose of argument, it is
Mr. Gautier; he has been doing his work for a two-

The Commission referred to a certain fact.

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week period; does the Department estimate that so many cuts are second quality work, or how is his work actually classified? A. Whatever is second in the work that he turns out is classified second. It may be one cut, or two cuts.

Q. If there is some work in a cut that is second quality is the whole cut classified as second?

A. If there is enough of it.

Q. Well, how much does there have to be in a cut before it is classified as second quality? A. It depends on the distance of the defects.

Q. It depends on what? A. It depends on the distance of the defects to one another.

Q. Well, is there any rule laid down, or is it very elastic? A. The rules are laid down by the buyer. The buyer states that he won't buy a certain kind of cloth unless he has so many yards free of faults; they are the determining element.

Q. But you have to pay your employee before the cloth is sold? A. Naturally.

Q. Well, what I am trying to get at is, what rule guides you, or guides the Dominion Textile Company in determining whether Mr. Gautier's work is second quality or first quality, or if a portion of it is second quality how much is second quality, - what rule guides? A. You had better ask those

questions of the fellow who has charge of that Department. The man who has charge of that Department knows all his rulings; I don't know what they are.

work period; does the statement estimate that so many

cuts are second quality work, or how is his work

actually classified? A. However is second in the

work that he turns out is classified second. If any

be one cut, or two cuts.

Q. If there is some work in a cut that is second

quality is the whole cut classified as second?

A. If there is enough of it.

Q. Well, how much does there have to be in a cut

before it is classified as second quality? A. It

depends on the distance of the rollers.

Q. It depends on what? A. It depends on

the distance of the rollers to one another.

Q. Well, is there any rule laid down, or is it

very elastic? A. The rules are laid down of the

buyer. The buyer states that he won't buy a certain

kind of cloth unless he has so many yards free of

faults; they are the determining element.

Q. But you have to pay your employees before the

cloth is sold? A. Naturally.

Q. Well, what I am trying to get at is, what rule

guides you, or guides the Dominion Textile Company in

determining whether Mr. Swaine's work is second

quality or first quality, or if a portion of it is

second quality how much is second quality, - what

rule guides you? A. For and better and known

condition of the fellow who has charge of the

department. The man who has charge of the

work knows all the conditions of the work and

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Q. Have you nothing to do with determining whether the work done by your employees in your department is first quality or second quality? A. Well, if I am in doubt I question it. If not in doubt---

Q. Is there a report made to you on it? A. We go over it.

Q. Go where? A. To the Inspection Department.

Q. Oh, but you won't see -- A. I see it there.

Q. See what? A. The defective cloth in the Inspection Department; there is a given time for it where we congregate every day to see it.

Q. To see the defective cloth? A. Yes, sir.

Q. And do you get anything in that way?

A. We see how much of it is defective.

Q. You see how much of it is defective? A. Yes.

Q. What do you get? A. If it is a cut marked second, that is, a cut every two cuts the same thing--

Q. Do you then check it for yourself to see whether it has been properly marked "second" or do you take the word of the Inspection Department? A. I take their word for it.

Q. Yes. Well now, is there any way, or do you know how many defects there must be in a cut, or how close they are together, or what the scale is on which they are determined? A. I don't know.

Q. You don't know? A. No.

Q. Who knows that? A. The fellow in charge of the Inspection Department.

Q. Well then, you would not be in any position

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to question the ruling of the Inspection Department if you do not know on what basis it is determined?

A. Only if I don't think it is bad enough, if I don't think so; that is only for my own information.

Q. Well then, when the Inspection Department decides that a cut is second quality, to whom do they report that? A. To me.

Q. To you? A. Yes.

Q. Well, take the work that was second quality for a fortnight -- A. This work is not handled that way; it is handled by cuts defective cuts are handled individually.

Q. How would you know who was responsible for the defective cuts? A. There are marks in the cuts.

Q. There are what? A. Strings, coloured strings.

Q. Put in? A. Put in, morning and night.

Q. Coloured strings put in to indicate ?

A. The night work and the day work.

Q. Coloured strings put in to indicate the night work and the day work? A. Yes, sir.

Q. And the coloured string would indicate ?

A. The cloth produced.

Q. The employee that worked on the loom? A. The cloth produced.

Q. Yes, but would it indicate the employee who worked on the loom? A. Yes, sir.

Q. How? A. There is a definite set colour

to question the ruling of the inspection department

if you do not know on what basis it is determined?

A. Only if I don't think it is bad enough, if I don't

think so; that is only for my own satisfaction.

Q. Well, then, when the inspection department

decides that a cut is second quality, to whom do they

report that?

A. To you?

A. Yes.

Q. Well, take the work that was second quality

for a fortnight -- A. This work is not handled

that way; it is handled by some defective cases and

handled individually.

Q. Now would you know who was responsible for the

defective cases? A. There are many in the cases.

Q. There are who? A. Straps, coloured

straps.

Q. But in? A. But in, morning and night.

Q. Coloured straps put in to indicate?

A. The right work and the day work.

Q. Coloured straps put in to indicate the right

work and the day work? A. Yes, sir.

Q. And the coloured strap would indicate?

A. The cloth produced.

Q. The employee that worked on the loom?

A. Both produced.

Q. Yes, but would it indicate the employee who

A. There is a definite set colour

Q. For each employee? A. The whole mill.

Q. In the case of a defective cut, how is it you tie up that cut with the particular employee? A. Because the loom number is on that cut.

5 Q. The loom number is what? A. Is on the cut.

Q. Now, the looms work without the employee being present? A. Technically, yes, because a weaver

cannot be present at every loom when he has 90 looms.

10 Q. And if an employee is away at his lunch the loom goes on? A. Yes.

Q. And now, is an employee charged with defective work if he is not present? A. No.

15 Q. Mr. Gauthier, I think, complained that he was. A. I think he made a broad statement.

Q. Well, do you recollect his statement? A. Yes.

Q. And what is your recollection of his statement?

A. That he found 35 cents missing in his pay envelope for bad work.

20 BY THE COMMISSIONER: Q. That he found what?

A. 35 cents missing in his pay envelope for bad work.

BY MR. McRUER: Q. And do you know whether that was correct or not? A. It might be.

25 Q. And, if work is bad, are the employees at times laid off? A. Yes.

Q. What is the regulation in regard to that?

A. Sometimes they may be laid off for a week, sometimes more.

30 Q. As a sort of punishment? A. Yes, sir.

For each employee? A. The whole mill.

In the case of a defective cut, how is it you

tie up that cut with the particular employee? A. In-

crease the loom number is on that cut.

The loom number is what? A. Is on the end.

Now, the looms work without the employees being

present? A. Occasionally, yes, as long as a weaver

cannot be present at every loom when he has 90 looms.

And if an employee is away at his loom the

loom goes on? A. Yes.

And now, is an employee charged with defective

work if he is not present? A. No.

Mr. Gentles, I think, complained that he was

A. I think he made a good statement.

Well, do you recollect his statement? A. Yes.

And what is your recollection of his statement?

That is found to come missing in his key envelope

for bad work.

BY THE COURT: That he found this?

Yes, he found missing in his key envelope for bad work.

Mr. Gentles, and do you know whether that

was correct or not? A. It might be.

And if work is bad, are the employees at fault?

A. Yes.

What is the regulation in regard to that?

That is the regulation in regard to that.

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Q. Well, what is the guiding principle underlying that? A. If the same weaver has repeatedly bad work,--

Q. Yes? A. He is reprimanded a few times before being punished; weavers are not punished on the second offence- they are reprimanded.

Q. And if the bad work occurs while they are not there, is that taken into consideration? A. Yes, sir.

Q. I think Mr. Gautier's complaint, was that he was laid off for bad work that occurred while he was not there? A. I don't believe it.

Q. Do you know anything about his particular complaint yourself? A. I can give you illustrations as to why I don't believe it.

Q. No, no; you probably can, but I am just asking you the question. Did you know anything about Mr. Gautier's complaint at the time that it arose?

A. At the time?

Q. That it arose, yes. A. No.

Q. You did not know anything about it until you heard it in the witness box, is that not right?

A. Yes.

MR. BALLANTYNE: Where do you get that, Mr. McRuer?

MR. BEAUREGARD: Page 2365.

BY MR. McRUER: Q. Now, I want to deal with some particular instances of the weavers. You suggested this morning that we might profitably look at the individual performance of weavers, so I have got the

... self, that is the guiding principle...

... If the same never has happened...

... work, --

... Yes, it is recommended a few times before...

... being missed; however are not missed on the case...

... they are recommended.

... And if the work occurs while they are not...

... is that taken into consideration? A. Yes, sir.

... I think Mr. Justice's opinion, that he...

... was laid out for and work that occurred while he was...

... not there? ... I don't believe it.

... Do you know anything about this particular...

... complaint, possibly? ... I can give you information...

... as to any I don't believe it.

... We, no; you probably can, but I am just asking...

... you the question: Did you know anything about it?

... Justice's copy but at the time that it was...

... at the time?

... Yes, at that time, yes.

... You did not then say anything about it until you...

... heard it in the court room, is that not right?

... Yes.

... Mr. Justice: There is no other...

... the same...

... Mr. Justice: ... I am not sure...

... Justice's opinion of the matter. You are not...

... this morning that we might possibly have...

... individual, that is, no one, so I am not...

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Chamberlain,

pay roll, the detailed pay roll instead of the summary, and I have taken it at random, the February 15th, 1936; can you turn up the Weaving Department in there?

A. That is the general pay roll?

Q. Yes. Now, of course, we are up against the difficulty here of not having it averaged out as for the 55-hour week, are we not? A. Yes.

Q. When we look at the actual pay roll, here is one, 110 hours \$34.35. The basic rate was \$19.15, was it not? A. Yes, sir.

Q. \$19.15; that was nearly two dollars below.

A. I think you will find \$34.50 is almost half.

Q. Half of 110 would be 55, would it not?

A. Yes.

Q. Well, half of 35 is \$17.50, as far as I am concerned? A. Yes, my mistake.

Q. So it is two dollars below the basic rate.

Here is another one 110 hours, I just take this; \$39.30 is a little over the basic rate? A. It just hits it.

Q. No, it is a little over, to be fair to you.

\$38.80 would just hit it. A. That is right.

Q. I can beat you in mental arithmetic, if nothing else? A. I think you can.

Q. 110 hours, \$44.05; that is \$22.02, which is something over, quite a bit over the basic rate; then 110 hours, \$39.10 is over. Now, all those others are odd hours that we haven't hardly time to

calculate them out. What was the battery fillers' actual basic rate, \$9.50? A. \$9.60.

Q. \$9.60? A. Yes.

5 Q. Here they are, 110 hours, \$18.05; 110 hours \$19.15; 110 hours \$19.05; 110 hours \$18.45; 110 hours \$18.25. Now they all, in that case, seem to be under the basic rate.

MR. HEWARD: Except this one (indicating).

10 MR. McRUER: No, that would be under.

MR. HEWARD: That is 120?

MR. McRUER: Yes.

15 BY MR. McRUER: Q. Now, you told us that you calculated the battery fillers at something like 103 per cent. or 105 per cent.? A. Yes.

Q. And apparently those chaps were not able to make it, or were not able to make up to the basic rate even on that calculation? A. That is right.

20 CROSS-EXAMINATION BY MR. HEWARD:

25 BY MR. HEWARD: Q. Mr. Chamberland, the number of cuts per weaver, or other operators, that they get off in a week, or in a fortnight, let us say, varies from fortnight to fortnight, does it not? A. It does,

30 Q. And the rate that he is paid per cut, or that he or she is paid per cut naturally varies, I take it, when there is a change in the rates? A. It does, yes.

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Q. So when you post in the department a statement each fortnight showing the number of cuts that the various employees have produced during the fortnight in question, you are giving them some information which varies, according to conditions, from fortnight to fortnight? A. Yes, sir.

Q. That is right? A. Yes, sir.

Q. So that you are giving them some information which they would not have, in an official form otherwise, isn't that right? A. Yes, sir.

Q. Whereas the rate remains constant unless you have a general change such as you had of the 10 per cent. down, or the 5 per cent up? A. Yes, sir.

Q. And, therefore, isn't it useful for the employees to have that production sheet in the Department with the number of cuts that they have produced?

A. Yes; they can tell if they are producing more one fortnight than the preceding fortnight.

Q. And then they can go, - with that production they could go to you if they wanted to find out the rate for the various styles that they are paid?

A. At any time.

Q. So that would be a useful thing for them to have?

A. Providing they come to me and get their rates, yes.

Q. Now, I think you have told us that the average of the employees rates in the various categories were sometimes over and sometimes under your basic rate,

Q. So when you post in the department a list of

each fortnight showing the number of cases that the

various employees have processed during the fortnight

in question, you are giving them some information

which varies, according to conditions, from fortnight

to fortnight?

A. That is right.

Q. So that you are giving them some information

which they would not have, in an official form other-

wise, isn't that right?

A. Unless the rate remains constant unless you

have a general change, then you are not giving them

any, or the 5 per cent rate.

Q. And, therefore, isn't it useful for the employ-

ees to have that production sheet in the department

with the number of cases that they have processed?

A. Yes; they can tell if they are producing more or

fortnight than the preceding fortnight.

Q. And then they can go, with that production

sheet and go to you if they wanted to find out the

rate for the various rates that they are being

at any time.

Q. So that would be a useful thing for them to

have?

A. Now, I think you have told us that the average

of the employees rates in the various categories were

sometimes over and sometimes under your basic rate.

the so-called basic rate; that is right, is it not?

A. Yes, sir.

Q. Starting with the beginning of this year, will you turn up the summary for the battery fillers, the summary of the pay roll for the battery fillers, for the 10th January, 1936; can you find that for us?

A. Yes.

. Now, will you turn up the battery filler sheets on that; that is not the one, that is not what we want; that is the analysis.

MR. McRUER: The battery fillers do not seem to have been put in with the weavers the same way. Of yes, here you are.

BY MR. HEWARD: Q. Now, the battery fillers, what does that show, an average wage of \$9.23 as against the \$9.60 basic rate.

THE COMMISSIONER: Are you talking of a week or a fortnight, Mr. Heward?

MR. HEWARD: That is for a week, my lord.

MR. McRUER: Well, the basic rate is for a week.

THE COMMISSIONER: The earnings.

MR. HEWARD: The earnings for a week, - the average earnings for a week, my lord.

THE COMMISSIONER: How much do you say they are?

MR. HEWARD: \$9.23, my lord.

THE COMMISSIONER: And what is the basic rate?

MR. HEWARD: \$9.60, my lord.

BY MR. HEWARD: Q. Now, can we find a similar one

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1911-12

the so-called basic rate; that is, the rate for the year 1911-12.

A. Yes, sir.

Q. Starting with the beginning of this year,

will you turn up the currency for the battery fillets,

the amount of the currency for the battery fillets,

for the first January, 1906; can you find out for me?

A. Yes.

Q. Now, will you turn up the battery fillet sheet

on that; that is not the one, that is not what we want;

that is the battery.

MR. McLEOD: The battery fillets do not need to

have been put in with the currency the same way.

Q. Now, will you turn up

MR. McLEOD: Now, the battery fillets,

what does that show, an average rate of \$2.25 as against

the \$2.50 basic rate.

MR. McLEOD: Are you telling of a week or

a fortnight, Mr. McLEOD?

MR. McLEOD: That is for a week, my lord.

MR. McLEOD: Well, the basic rate is for a week.

MR. McLEOD: The currency,

MR. McLEOD: The currency for a week, - the average

average for a week, my lord.

MR. McLEOD: Now much do you say they are?

MR. McLEOD: My lord,

MR. McLEOD: And what is the basic rate?

MR. McLEOD: My lord,

MR. McLEOD: My lord,

for the next pay? We show there a basic rate of
\$9.60 per week as against \$8.79 average wage, is that
right? A. Yes.

5 MR. FLEMING: Are you looking at night, or day?

MR. HEWARD: Oh, this is night earnings, we have
got here. Let us take the day evidence.

MR. McRUER: Battery fillers, oh, yes.

10 BY MR. HEWARD: Q. Now then, take February 1st,
1936, day earnings, the basic wage is \$9.60. The
average wage earned is what? A. \$10.08.

Q. Showing? A. 48 cents above.

Q. 48 cents above? A. Yes.

15 Q. Take the day earnings for the next fortnight
for the battery fillers; can you find that; that is
for February 15th, 1936. The average earnings per
week were what?

20

25

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Continued, 22

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For the next pay? We show there a basic wage of \$3.60 per week as against \$4.70 average wage, is that

right? A. Yes.

Q. Now, are you looking at night, or day?

A. Night: Oh, this is night earnings, we have

got here. Let us take the day evidence.

Q. Now, what is the day earnings?

A. Now then, take February 1st,

1936, day earnings, the basic wage is \$3.60. The

average wage earned is what? A. \$4.05.

Q. Now, what is the night earnings?

A. Yes. \$4.40 cents above?

Q. Take the day earnings for the next fortnight

for the battery filling; can you find that; can you

for the battery filling, 1936, the average earnings for the

week were what?

A. \$9.88. It shows on the 1st of February, 1936.

Q. It shows how much? A. 28 cents above,

the average earnings, the set earnings --

THE COMMISSIONER: Above the basic rates?

5 MR. HEWARD: Above the basic rate. The next fortnight of 14/3/36, that is the 14th of March -- no, the 29th of February, 1936; the average earning for the battery fillers for that week was what?

A. \$9.88 again, 28 cents above.

10 Q. 28 cents above again; now, for the 14th of March, 1936, the battery fillers again; what was the average earning for that period? A. \$9.36, 24 cents under.

15 Q. 24 cents under, and for the succeeding fortnight, 28th March, 1936, the battery fillers -- A. \$9.84.

Q. Or 24 cents above the basic? A. Above the basic rate.

20 Q. Per week; now, the next one, the 11th of April, 1936, is that here? It probably isn't.

MR. McRUER: Yes, it is the last one.

25 BY MR. HEWARD: Q. What was it there? A. \$9.40, 20 cents below.

Q. 20 cents below; have we got the pay roll for the 25th of April, 1936, is that here?

MR. McRUER: No.

30 BY MR. HEWARD: Q. We turn to the cloth weavers, for the 1st of January, 1936, the cloth weavers summary. Is it the 1st of January?

MR. McRUER: Which date?

MR. HEWARD: The 1st of January, 1936.

Q. It shows how much? A. 38 cents above,

the average earnings, the net earnings --

THE COMMISSIONER: Above the basic rate?

MR. BRYDIE: Yes, that is correct.

Q. Now, the 38 cents, that is the 38 cents --

no, the 38th of February, 1936; the average earnings

for the battery filers for that week was what?

A. 38.38 cents, 38 cents above.

Q. 38 cents above again; now, for the 14th of

March, 1936, the battery filers again; what was the

average earnings for that period? A. 38.38, 38 cents

above.

Q. 38 cents above, and for the succeeding period?

MR. BRYDIE: Yes, the battery filers -- A. 38.38.

Q. Or 38 cents above the basic?

basic rate.

Q. For week; now, the next one, the 14th of April,

1936, is that correct? It probably isn't.

MR. BRYDIE: Yes, it is the last one.

Q. Now, what was it then? A. 38.40.

30 cents below.

Q. 30 cents below; have we got the pay roll for the

14th of April, 1936, is that correct?

MR. BRYDIE: No.

Q. Now, the 14th of April, 1936, is that correct?

MR. BRYDIE: Yes, that is correct.

Q. Now, the 14th of April, 1936, is that correct?

MR. BRYDIE: Yes, that is correct.

Q. Now, the 14th of April, 1936, is that correct?

MR. McRUER: It started on the 1st of February, 1936,
on the other one.

MR. HEWARD: No, the 1st of January.

MR. McRUER: No, the 1st of February.

5 MR. HEWARD: I intended to start on the 1st of
January. I went back and started, you know.

Q. What is -- that is night, give me the day, if
you please. Now, will you pick out the cloth weavers
there?

10 A. \$19.48, 33 cents above their
basic earnings.

MR. McRUER: Might we not have the auto narrow,
plain wide and the blankets, and plain on the same day?

MR. HEWARD: Yes. Now, the auto narrow?

15 A. Those are \$1.60 below their basic earnings.

Q. And the plain wide? A. \$2.65 below.

BY THE COMMISSIONER: Q. Below, you say?

A. Below, there is only three hours work there;

BY MR. HEWARD: Q. Automatic wide you have given?

20 A. 33 cents above.

Q. And the blankets? A. \$1.84 below.

Q. And the plain blankets? A. \$3.43 below.

MR. McRUER: We have got January 18th --

BY MR. HEWARD: Q. Alright, give that then?

25 A. Weavers, automatic narrow 29 cents below, plain
wide 10 cents above.

BY MR. McRUER: Q. 13 hours on that one?

A. Yes, automatic wide \$1.13 below, blankets 80 cents
below, that is plain again.

30 BY MR. HEWARD: Q. Then we come to the first of
February. Weavers, cloth, their basic rate is \$19.15

and the average rate was -- A. \$20.25, \$1.10 above.

Q. \$20.25 per week? A. Yes.

Q. \$1.10 above? A. Yes.

Q. And for the blankets? A. The basic

wage has been changed there because I took helpers off
and I reduced the set of looms.

Q. What is the basic rate there? A. \$16.50,
they made \$15.27, \$1.23 below.

Q. Then, the next pay roll? A. Weavers,
cloth, basic wage \$19.15, average earning \$19.37,
22 cents above.

Q. Weavers, blankets? A. Weavers, blankets
\$15.89, 61 cents below.

Q. That is average wage \$15.89? A. Yes.

Q. And the basic rate there is \$16.50? A. Yes.

Q. 61 cents below? A. Yes.

Q. Next, please? A. Basic wage, \$19.15.

Q. This is for what, for the cloth weavers?

A. Yes, February 29th, average earnings \$18.09, \$1.06
below; blanket weavers, \$16.50 basic wage, \$16.38 aver-
age earnings, 12 cents below.

Q. That was February 29th, was it --

MR. McHuer: There is the night, if we might have
that.

MR. HEVARD: I was just making a comparison on the
day. You can take him through on the night if you
like.

THE WITNESS: March 14th, weavers, cloth, basic
wage \$19.15, average earnings \$17.82, \$1.33 below.

and the average rate was -- A. \$10.15, \$1.10 above

Q. \$20.10 per week? A. Yes.

Q. \$1.10 above? A. Yes.

Q. and for the blankets? A. The basic

was has been changed there because I took helpers off

and I reduced the cost of looms.

Q. What is the basic rate there? A. \$10.50.

they made \$10.15, \$1.35 below.

Q. Then, the next pay roll? A. Weavers.

cloth, basic wage \$10.15, average earnings \$10.87.

25 cents above.

Q. Then, the next pay roll?

\$10.89, 61 cents below.

Q. That is average wage \$10.89? A. Yes.

Q. And the basic rate there is \$10.50? A. Yes.

Q. 61 cents below? A. Yes.

Q. Next, please? A. Basic wage, \$10.15.

Q. This is for what, for the cloth weavers?

A. Yes, weavers, 29th, average earnings \$10.09, \$1.06

below; blanket weavers, \$10.50 basic wage, \$10.50 over

the earnings, 15 cents below.

Q. That was weavers, right, was it --

A. Weaver: There is no right, if we might have

that.

Q. Weaver: I was just asking a question on the

day. You can take him through on the 11th if you

like.

Q. Weaver: March 14th, weavers, cloth, basic

wage \$10.15, average earnings \$10.87, \$1.35 below.

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On blankets, basic wage \$16.50, \$15.45 average, \$1.05 below.

Q. March 28th? A. Weavers, cloth, narrow looms, \$19.15 basic wage, \$18.82 average --

Q. Average earnings \$18.82? A. 33 cents below. Blanket weavers, basic wage \$16.50, average earning \$16.66, 16 cents above.

Q. The next is April 11th, isn't it? A. Weavers, cloth, \$19.15 basic wage, \$18.01 average wage, \$1.14 below on narrow cloth. Blankets, basic wage \$16.50, average earning \$17.45, 95 cents above.

Q. That is our last, isn't it?

THE COMMISSIONER: Mr. Heward, while you are at that, I expect that at some time somebody will put, for the purpose of the record, succinctly, all in one paragraph or two, an explanation of this basic rate. I think I understand it, but I want it on the record, just why it is created, what it represents, and the use it serves insofar as the company is concerned, and whether or not it is meant as a limitation of production or of employment, or what its purpose is. Nobody seems to have stated clearly yet just why it is there. I will expect somebody to tell me succinctly, and all in one utterance, all about it.

MR. HEWARD: I intend to bring witnesses for that purpose.

THE COMMISSIONER: I supposed you would. I do not suppose it would take very long. The statement could be made in writing if you like and read off.

MR. HEWARD: We intend to bring an explanation of

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REPORT OF THE

... 318.000 ... 33 cents below.

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The next is about 1100, isn't it? A. Beverly.

THE COMMISSIONER: Mr. Boardman, while you are at

the objects and purposes of the basic rate and how it is arrived at.

THE COMMISSIONER: Very well.

5 BY MR. HEWARD: Q. Now, will you turn back to the pay sheet of the 9th of November, 1935, for automatic wide weavers --

MR. McRUER: The 9th of what?

10 BY MR. HEWARD: Q. The 9th of November, 1935, automatic wide weavers? A. Automatic wide, possible earning \$19.15 with an earning of \$20.95, \$1.80 above.

MR. McRUER: May we have on the same page auto narrow, auto plain and the blankets and the plain?

15 THE WITNESS: Auto narrow, \$19.15 basic, \$17.72 average earning, \$1.43 below. This plain is on 139 hours work.

BY MR. HEWARD: Q. Give us that? A. 139 hours there at a basic rate --

20 Q. That is plain weavers? A. Plain narrow.

Q. Narrow, for 139 hours -- A. At a basic rate of \$19.15 with earning of \$17.39, or \$1.76 below.

BY THE COMMISSIONER: Q. 139 hours in the two weeks?

MR. HEWARD: In the two weeks.

25 THE COMMISSIONER: Does that mean both day and night?

MR. HEWARD: No, this is the day, your lordship.

30 THE WITNESS: Automatic wide, we have given that one already. Blankets, possible earning \$19.15, with earning of \$17.14, \$2.01 below.

Q. And the plain? A. Plain, 75 hours --

10-10-1910

The of Justice and progress of the field work and how
it is arrived at.

THE PROGRESS OF THE FIELD WORK

At the meeting of the 10th of November, 1910, the
progress of the field work was discussed, and the
results of the work of the 10th of November, 1910, were
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At the meeting of the 10th of November, 1910, the

Q. What was the basic rate? A. \$19.15
and earning of \$17.25.

Q. 75 hours in the fortnight? A. Yes.

Q. The average fell how much below? A. \$1.90
below.

Q. Turn to the next week, please? A. Weavers
on automatic rearrow, basic wage \$19.15 with earning of
\$17.77, \$1.38 below. No plain. Automatic wide,
basic wage \$19.15, earning of \$22.48, \$3.33 above.

Q. How many hours does that represent?
A. 167 hours. Blankets, basic wage \$19.15, earning
of \$19.80, 65 cents above. Plain wide looms, basic
wage \$16.50, earning of \$15.63, 87 cents below.

Q. So that on these your operators, then, in a
great many cases come very close to the basic wage,
either above or below, and in some cases they come
quite substantially above or below the basic wage?
A. Individually --

Q. No, the averages that you have seen?
A. Yes.

Q. And individually you have also shown there
that some of them come considerably higher than the
basic wage? A. Considerably.

THE COMMISSIONER: Is that all, Mr. Heward?

MR. HEWARD: That is all, your lordship.

BY MR. McNUER: Q. Just a moment, please; so that
we can get just as fair a picture of what they are
doing in regard to the basic wage without picking out
any specific instances one should just take the pay

Q. What was the basic wage?

A. \$10.15

and earning of \$17.25.

Q. 75 hours in the fortnight?

A. Yes.

Q. The average fell far short of that?

A. \$1.33

below.

Q. Turn to the next week, please?

A. Yes.

on automatic terms, basic wage \$12.15 with earning of

\$17.25, or \$15.10, or \$13.10, or \$11.10, or \$9.10, or \$7.10, or \$5.10, or \$3.10, or \$1.10, or \$0.10, or \$0.00.

basic wage \$12.15, earning of \$15.10, or \$13.10, or \$11.10, or \$9.10, or \$7.10, or \$5.10, or \$3.10, or \$1.10, or \$0.10, or \$0.00.

Q. How many hours does that represent?

A. 127 hours. 127 hours, basic wage \$12.15, earning

of \$15.10, or \$13.10, or \$11.10, or \$9.10, or \$7.10, or \$5.10, or \$3.10, or \$1.10, or \$0.10, or \$0.00.

Q. 127 hours, basic wage \$12.15, earning of \$15.10, or \$13.10, or \$11.10, or \$9.10, or \$7.10, or \$5.10, or \$3.10, or \$1.10, or \$0.10, or \$0.00.

Q. 127 hours, basic wage \$12.15, earning of \$15.10, or \$13.10, or \$11.10, or \$9.10, or \$7.10, or \$5.10, or \$3.10, or \$1.10, or \$0.10, or \$0.00.

Q. So that on these four operators, then, in a

great many cases some very close to the basic wage,

either above or below, and in some cases they come

quite substantially above or below the basic wage?

A. Individually --

Q. No, the averages that you have seen?

A. Yes.

Q. And individually you have also shown that

that some of them come considerably higher than the

basic wage?

A. Considerably.

THE CHARTERED ACCOUNTANTS: Is that all, Mr. Brydrie?

MR. BRYDIE: That is all, your honorship.

BY MR. BRYDIE: I just a moment, please; so that

we can get just as full a picture of what they are

doing in regard to the basic wage without picking out

any specific instances one should just take the pay

rolls for two or three years and see how they have come along in each instance, shouldn't you?

A. I don't go back three years at a time.

Q. Whether you do or not, I am just saying shouldn't one take two or three years and just go through one pay roll after another to see whether they are on the average getting anything above or below the basic rate. It isn't fair to pick out any particular date?

A. You mean the full average for a year or something like that?

Q. Yes, or just take the various pay rolls for several years; do you not think that would give the fairest average?

A. I presume so.

Q. You think it would, yes; now, why is it that in night work one finds that they are below the basic rate more than, probably to a greater extent than in day work?

A. Because in most cases I don't give them a 100% job.

Q. At night work?

A. Yes, sir.

Q. Why not?

A. Because they are handicapped with artificial light all night long and I don't think that the efficiency is so high at night as it is in the day time.

Q. Well, why set the basic rate for night work so high that they cannot get up to it?

A. Some do and some don't.

Q. Well, my friend started with the 1st of February this year and had you deal with the earnings in each pay roll since that date for day work. I haven't looked at the night work; let us look at it

Continued

1911

Rolls for two or three years and see how they date

come along in each instance, shouldn't you?

A. I don't go back three years at a time.

Q. Whether you do or not, I am just saying

shouldn't one take two or three years and just go

through one year after another to see whether

they are on the average getting anything above or

below the basic rate. It isn't fair to pick out any

particular date? A. You want the full

average for a year or something like that?

Q. Yes, or just take the various day rolls for

several years; do you not think that would give the

most correct average?

Q. You think it would, yes; now, why is it that

in night work one finds that they are below the basic

rate more than, probably to a greater extent than

in day work? A. Because in most cases I don't

give them a time for

at night work.

Q. Why not? A. Because they are usually

operated with artificial light all night long and I

don't think that the efficiency is as high as it is in

it is in the day time.

Q. Well, why set the basic rate for night work

so high that they cannot get up to it?

A. Some of them

Q. Well, my friend started this the last of

the year and had you seen with the company

in the day roll since that date for day work. I

never looked at the night work; let me look at it

and see. Take the 1st of February, 1936; the weavers on the cloth, in the first instance they are 83 cents above the basic rate and in the blankets \$1.20 below.

Then, take February 15th they are --

A. That is days again.

Q. Yes, that is day, I beg your pardon. Night, weavers, cloth are 18 cents -- on the cloth 18 cents above and blankets 34 cents below, and on the battery fillers -- let us see how they are; the battery fillers appear to be 69 cents below. March 14th, night, weavers, cloth weavers \$1.17 below and blanket weavers one cent above. Battery fillers 12 cents below. Do you know anything about -- or your explanation is that it is harder at night to keep up to efficient production because of artificial light and you do not distribute -- A. The work equally at night as we do in the day time, as a rule.

Q. Now, was there any change made in your distribution at the 1st of February last? A. I cannot recall that.

MR. HEWARD: Distribution of what?

MR. McRUER: Distribution of work, so that they would be able to come nearer the basic rate?

A. I cannot tell you that.

Q. Because as I go back -- I just turned this up at absolute random and my hand fell on August 17th, 1935 here, and we have weavers on blankets, \$2.60 below -- this is night work -- weavers on wide automatic looms 37 cents below, weavers on narrow automatic looms \$2.72 below, battery fillers 69 cents

Q. Now, take the 1st of February, 1955; the weavers
on the cloth, in the first instance they were 38 cents
above the basic rate and in the blanket \$1.50 below.
Then, take February 15th they are --

A. That is days again.

Q. Yes, that is day. I beg your pardon, right.
weavers, cloth are 38 cents -- on the cloth 18 cents
above and blankets 34 cents below, and on the battery
filers -- let me see how they are; the battery filers
appear to be 69 cents below. March 15th, right.

Q. Now, take the 1st of February last?
revere one cent above. Battery filers 18 cents
below. Do you know anything about -- or your
explanation is that it is harder at night to keep
up to efficient production because of artificial light
and you do not distribute -- A. The work

Q. Now, was there any change made in your dis-
tribution at the 1st of February last?
A. I cannot
recall that.

Q. Now, distribution of what?
A. Now, distribution of work, no time they
would be able to come nearer the basic rate?
A. I cannot tell you that.

Q. Because as I go back -- I just turned this
up at the rate random and my card told me August 17th,
1955 here, and we have weavers on blanket, \$1.50
below -- this is night work -- weavers on cloth

automatic looms 37 cents below, weavers on blanket
automatic looms \$2.75 below, battery filers 69 cents

below, and we will find for the day how they turned out. And on the day, weavers, automatic \$1.41 below, plain 10 cents above. Wide, \$2.10 below, automatic wide 60 cents below, blankets \$2.27 below. Now, we will just turn up one in the end of December, 1935 and see what happens there. December 21, 1935. Is that fair -- yes, that would be fair enough, I guess. It would not be affected by the Christmas festivities or anything like that. They had not started then. Weavers, automatic narrow, 73 cents below, plain wide 50 cents below, automatic wide 70 cents below, blankets 60 cents below, plain blankets \$1.08 above, and the battery fillers there are 34 cents above.

Can you explain to his lordship how the results would be affected by your distribution of the work; that is, whether an employee should earn the full basic rate or more or less by reason of your distribution of the work? A. By reason of my distribution of the work; if I give them a 100% job they should reach their basic wage.

Q. I want to know just what it is you do to give them a 100% job. What is that distribution that you make? We have spoken in general terms about it and I do not quite understand actually what it is. What allocation do you make to give them a 100% job?

A. If they have different styles, for instance, in their work, I take into consideration the styles and how many looms to that style would mean 100%; I take the percentage that that style represents and I keep

on, so on and so forth, until I build the job up to 100%.

Q. So that it is really in allocating the number of looms to the employee? A. Yes.

Q. Say this employee has 40 looms; she should earn the basic rate on 40 looms? A. Yes.

Q. And if she is given 50 looms she might earn more than the basic rate? A. Providing you are on the same style as those forties.

Q. Now, in answer to a question of my friend, Mr. Heward, you said that the rate of pay did not change. It was a matter that was more or less constant. That may be true, but a different rate prevails for each style that an employee may be doing? A. It does.

Q. So that where you have employees working on a variety of styles unless the employee was given a card or something with the specific information on it it would be impossible for employees to carry in their heads the rates for each style, would it not? A. Well, they could probably carry four or five.

Q. I am just taking the practical way of it. There are a great many different styles and they are changed? A. Yes.

Q. It depends on the number of picks and the count and so on what the rate of pay should be? A. Yes.

Q. That is right, isn't it? A. Yes.

Q. So that when we speak of the rate being

Q. Now, if you have employees working on a variety of styles unless the employee was given a card or something with the specific information on it it would be impossible for employees to carry in their heads the rates for each style, would it not?

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There are a great many different styles and they are changed?

A. Yes.

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A. Yes.

Q. That is right, isn't it?

A. Yes, that is right.

of income to the employee?

A. Yes.

Q. Now, if you have employees who are given a card or something with the specific information on it it would be impossible for employees to carry in their heads the rates for each style, would it not?

A. Yes.

Q. And if she is given 50 looms she might earn more than the basic rate?

A. Providing you are on the same style as these families.

Q. Now, in answer to a question of my friend, Mr. Neward, you said that the rate of pay did not change. It was a matter that was more or less constant. That may be true, but a different rate prevails for each style that an employee may be doing?

A. It does.

Q. So that where you have employees working on a variety of styles unless the employee was given a card or something with the specific information on it it would be impossible for employees to carry in their heads the rates for each style, would it not?

A. Well, they could probably carry four or five.

Q. I am just taking the practical way of it.

There are a great many different styles and they are changed?

A. Yes.

Q. It depends on the number of picks and the count and so on what the rate of pay should be?

A. Yes.

Q. That is right, isn't it?

A. Yes, that is right.

constant, the rate for the identical style may be constant, but with the fluctuation of styles, if an employee wishes to have the information as to how much she should get for the particular work she does it would be necessary to supply her with the rates from time to time? A. The rates, yes.

Q. I see; that is all.

(page 3480 follows)

2178

Unemployment

constant, the rate for the identical style may be
constant, but with the fluctuation of styles, it is
employees wish to have the information as to how
much she should get for the particular work she does
it would be necessary to supply her with the rates
from time to time?
A. The rates, yes.
.. I see; that is all.

(page 2000 follows)

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3480

GINGRAS.

WILFRID GINGRAS.

Lequel témoin est assermenté.

Interrogé par Mtre BEAUREGARD:

5 Q Monsieur Gingras quel est votre âge? R Trente-cinq ans.

Q Quelle est votre occupation? R Je suis cardeur.

Q Depuis combien de temps êtes-vous à l'emploi de la compagnie? R Depuis dix-sept ans.

10 Q Avez-vous déjà eu une autre occupation que celle que vous avez là? R J'ai travaillé à la machine shop.

Q Quel salaire avez-vous actuellement? R \$33.60 par quinzaine.

Q Vous êtes à la journée, vous? R Oui.

15 Q Vous êtes payé à la journée? R Oui.

Q Plein temps cinquante-cinq heures? R Moins de cinquante heures.

Q Et vous êtes machiniste? R Non, cardeur.

Q Vous êtes Monsieur Wilfrid Gingras? R Oui, monsieur.

20 Q Avez-vous un gomme Lavoie dans votre département? R Oui, monsieur.

PAR M. LE COMMISSAIRE: Est-ce qu'il n'a pas dit qu'il travaillait dans l'atelier des machines?

R Je travaillais sur les machines.

25 PAR Mtre BEAUREGARD:

Vous n'êtes pas la personne que je voulais avoir. Vous pouvez vous retirer.

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3481

Mlle ALICE FORTIN.

MADemoisELLE ALICE FORTIN.

Lequel témoin est assermenté.

Interrogé par Mtre BEAUREGARD:

Q Quel est votre age mademoiselle? R Dix neuf
ans.

Q Depuis combien de temps travaillez-vous au
moulin de Montmagny? R Je travaille au moulin
depuis deux ans.

Q Quel est votre occupation? R Coudois au moulin.

Q Vous êtes dans le bureau principal? R Oui,
monsieur.

Q Qui est le gérant du bureau? R C'est Monsieur
Gariépy.

Q Depuis combien de temps travaillez-vous dans
le bureau? R Deux ans,

Q Quel est votre travail particulier, à quoi tra-
vaillez-vous? R Je travaille sur les
payes.

Q De quels départements? R Du département de
la yarn finishing.

Q Rien que ce département là? R Oui.

Q Quels rapports recevez-vous, allez-vous dans
le moulin vous même, faites-vous des relevés dans le
moulin? R Je vais faire quelques commissions.

Q Vous préparez, vous travaillez à préparer
les payes, quelle espèce de documents avez-vous en
mains, qui vous servent comme base, pour faire les
payes? R Les rapports de la production, qui
sont faits en bas.

Q Les rapports du département du yarn finishing?

R Oui, monsieur.

THE CANADIAN PACIFIC

1911

INTERVIEW WITH MR. BRYDE

Q. Quel est votre nom complet?

R. Robert Bryde.

Q. Quel est votre âge actuel?

R. 45 ans.

Q. Depuis combien de temps travaillez-vous au

service de l'entretien?

R. Depuis dix ans.

Q. Quel est votre poste actuel?

R. Chef de service de l'entretien.

Q. Où est le bureau de votre service?

R. Au bureau de l'entretien.

Q. Depuis combien de temps travaillez-vous dans

ce service?

R. Depuis dix ans.

Q. Quel est votre travail principal?

R. Le travail principal est de

surveiller.

Q. De quels départements?

R. Du département de

l'entretien.

Q. Quelles sont les principales fonctions de ce

service?

R. Les principales fonctions de ce service

consistent à surveiller le

travail des employés et à

surveiller le matériel.

Q. Les employés de ce service

sont-ils payés?

R. Oui.

Q. Les employés de ce service

sont-ils payés?

Q Qui vous arrivent par l'entremise de qui?

R Par l'entremise d'un commissionnaire qui descend les chercher en bas.

Q Le commissionnaire va les chercher au bureau en bas, et les apporte à votre bureau, si vous travaillez?

R Oui, monsieur.

Q C'est remis à Monsieur Gariépy, mais effectivement, c'est vous qui les redeviez?

R Oui.

Q Vous recevez journalièrement ces rapports là?

R A tous les quinze jours.

Q Combien de temps avant de payer les employés?

R Combien de temps?

Q Combien de temps avant de payer les employés recevez-vous ces rapports de la yarn finishing?

R Une semaine avant.

Q Autrement dit le rapport de la dernière quinzaine vous arrive, et une semaine plus tard l'employé reçoit sa paye

? R Oui.

Q Et vous recevez le rapport du département tous les quinze jours?

R Oui, monsieur.

Q Ca vous est donné sur des feuilles détachées ou sur des livres reliés?

R Ca arrive sur des feuilles détachées.

Q Est-ce que ça vous vient d'un seul coup, de toutes les divisions du département?

R Non,

les rapports de jour viennent le vendredi matin et la nuit le vendredi soir.

Q Vous recevez un rapport du yarn finishing, des rapports des employés de jour et des employés de nuits séparément?

R Oui, monsieur.

Q Vous dites que l'un des rapports vous arrive

ROBT. EBYE

1920

Q. Les vols arrivent par l'entremise de quel

les chercher en bas.

Q. Les commissionnaires va les chercher au bureau

en bas, et les apporte à votre bureau, si vous

travillez? R. Oui, monsieur.

Q. C'est remis à Monsieur Gervais, mais officieusement

ment, c'est vous qui les recevez? R. Oui.

Q. Vous recevez généralement ces rapports là?

R. Oui, Monsieur.

Q. Combien de temps avant de payer les employés?

R. Un mois de temps.

Q. Combien de temps avant de payer les employés

recevez-vous ces rapports de la part d'eux?

R. Les semaines avant.

Q. En tenant dit le rapport de la semaine dernière

vous arrivez, et une semaine plus tard l'employé reçoit

sa paye.

R. Oui.

Q. Et vous recevez le rapport de dépeusement pour

les autres jours? R. Oui, monsieur.

Q. Ça vous est donné par les mêmes personnes

ou par les autres personnes?

R. Par les mêmes personnes.

Q. Et ce que vous avez dit en ce moment.

Les autres personnes ne vivent pas de cela, non.

Les rapports de la semaine dernière sont remis

le jour même.

Q. Vous recevez au moment de votre paiement, des

rapports des employés de tout ce que les employés

ont fait? R. Oui, Monsieur.

Q. Vous dites que l'un des rapports vous arrive

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le vendredi matin, celui de la nuit? R. Celui du jour, non pardon j'ai fait erreur, celui de nuit arrive le vendredi matin.

5 Q. Et celui du jour le vendredi soir? R. Oui, monsieur.

Q. C'est entendu que le vendredi, sera le dernier jour qui sera compris dans la paye à faire?

R. Oui, monsieur.

10 Q. Combien de personnes sont dans ce département là, à peu près? R. Quatre cent quinze, quatre cents vingt.

Q. 415 à 420? R. Oui, monsieur.

15 Q. Ça comprends combien de subdivisions du département, le savez-vous vous combien il y a division dans le département de la yarn-finishing? R. Des sections?

Q. Si vous voulez? R. Les fosters, les yarns, il y a plusieurs machines.

20 Q. Un grand nombre? R. Oui.

Q. Quel travail... quelle est la partie du travail que vous faites pour préparer la paye. Faites-vous le travail jusqu'à la préparation de l'enveloppe?

25 R. Je les balance, je balance les feuilles, quand j'ai fini de balancer je pose les rates, je la donne à Monsieur Gariépy, il la distribue à d'autres commis, et quand elle est prête, il me la remet pour être recopiée.

Q. D'abord vous la balancez? R. Oui.

30 Q. Qu'est-ce que vous entendez par là? R. J'additionne la production de chaque count, parce qu'il y a un rate différents pour chaque count.

1917

le vendredi matin, celui de la nuit? R. Celui
du jour, non parce qu'il y a un service, celui de nuit
arrive le vendredi matin.
Et celui du jour le vendredi soir? R. Oui.
monde.
C'est entendu que le vendredi, sans le dernier
jour qui sera compris dans le paye à l'heure?
R. Oui.
Comment les personnes sont dans ce département
là, à peu près? R. C'est tout ça, c'est
cette ville.
415 à 420? R. Oui, monsieur.
On compte combien de subdivisions de départe-
ment, la ville-ville vous connaissez il y a division
dans le département de la ville-ville? R. Non.
R. Si vous voulez? R. Les écoles, les parcs,
il y a plusieurs machines.
Un grand nombre? R. Oui.
Quel travail... quelle est la partie de travail
que vous faites pour obtenir la paye. Vous-
vous le travail dans la préparation de l'ouvrage?
R. Je les prépare, je les fais les livres, dans
l'air de l'ouvrage je pose les lettres, la la donne
à l'ouvrage, il la distribue à d'autres copies,
et quand elle est prête, il me la remet pour être
reçue.
R. Oui.
R. Oui.
R. Oui.
R. Oui.

3484

FORTIN

Q Vous recevez la production? R Oui.

Q La production vous arrive sous quelle forme, comment est-ce que c'est transcrit la production, quand ça vous parvient? R Les feuilles sont par colonnes, et puis dans chaque colonne c'est un count, vous savez une sorte de fil.

Q Vous, vous distinguez ça par les sortes de fil? R Oui, monsieur.

Q Sous la forme de sortes de fil? R Oui.

Q Vous additionnez chaque sorte de fil? R Oui.

Q Quand vous avez constaté que les chiffres qui vous sont donnés dans le rapport, sont corrects, ou que vous les avez corrigés, et établi le montant qu'est-ce que vous faites? R Je pose les rates, les taux.

Q Vous posez les taux concernant chaque sorte de fil? R Oui.

Q Qu'est-ce que vous avez en mains pour établir de rate là? R J'ai le livre de rate.

Q Vous avez le livre dont nous avons parlé ici, le même livre que le chef du département?

R Bien, j'en ai un pour moi.

Q Mais c'est le même livre que celui du chef du département? R Oui.

Q C'est la même chose? R Oui.

Q Le même livre que le chef du département?

R Oui, monsieur.

Q Quand vous l'avez... l'affaire de la balance c'est une opération qui nous intéresse moins, c'est pour savoir si l'officier du département s'est trompé?

R Il faut que je sache combien de livres il y a de chaque count.

ROBT. BRYDIE

3184

Q. Vous trouvez la proposition?

A. La proposition vous arrive sous quelle forme?

Q. Comment est-ce que c'est formulé la proposition?

A. Les familles sont payées, à vous savez?

colonne, et puis dans chaque colonne c'est un

...

Q. Vous, vous assistez au ...

A. Oui, monsieur.

Q. Vous la trouvez bonne la proposition?

A. Vous ne révélez aucune sorte de ...

Q. Quand vous avez constaté que les ...

...

Q. Or, vous les avez ...

et c'est-à-dire vous ...

les ...

Q. Vous pouvez les ...

de ...

A. C'est-à-dire que vous avez en ...

de ...

Q. Vous avez le livre ...

A. Le livre que je ...

...

Q. Mais c'est le même livre ...

A. Oui.

Q. C'est le même ...

A. Le même livre, ...

...

Q. Vous avez l'impression ...

A. L'impression ...

...

Q Vous établissez la quantité de fil de chaque
sorte? R Oui, monsieur.

Q Prenons maintenant une sorte de fil, et suivons
l'opération, mettons que nous avons un fil No.4,

5 alors quand vous avez établi quelle quantité de ce
No.4 vous reprenez chaque opération qui s'est faite
sur ce fil là? R Non, quand j'ai le nombre

de livres, je pose le rate, je fais de même pour
tous les autres counts.

Q Vous posez le rate sur la quantité de fil?

10 R Oui, monsieur.

Q Sur ce même fil il y a un grand nombre d'employés
qui ont travaillé dessus? R Ils ont chacun leurs

quantité de fil, leurs noms sont marqués sur la
feuille, et chaque employé a la production qu'il a
15 faite.

Q Vous devez maintenant répartir le travail de
chaque employé relativement à ce fil, c'est déjà
établi, ce que chaque employé a fait? R Oui.

Q Continions maintenant, par exemple un employé
20 prenons un employé qui a travaillé, là vous abandonnez
le fil, comme principe et vous constatez sur combien
de fil il a travaillé, c'est ça? R Oui, monsieur.

Q Et quel taux il a pour son travail, suivant
les tables dont vous avez copie? R Oui.

25 Q Qu'est-ce que vous faites encore? R Ensuite
je la donne à Monsieur Gariépy, il la fait compter
et me la redonne quand elle est prête à copier, et je
la copie dans le pay-role.

Q Alors les pay-roles que nous avons ici doivent
être votre ouvrage? R Oui, monsieur.

77. 87. 4. 1. 3

3303

ALL INFORMATION CONTAINED HEREIN IS UNCLASSIFIED

● ● ● ● ●

Voici mademoiselle un livre de listes de payes, ouvert à la page daté le 11 avril 1936, intitulé yarn finishing, dans le spooling section, ceci est dans votre ouvrage mademoiselle? R Oui.

5 Q Tout ce qu'il y a là est de votre main?

R Oui, monsieur.

Q Je dois comprendre que tout ce qu'il y a d'écrit à part d'une addition de la colonne "total earnings" le reste est de vous? R Oui.

10 Q C'est vous qui entrez le nom des employés?

R Oui, monsieur.

Q Les noms qui sont là sont de votre écriture?

Q Oui.

15 Q Qu'est-ce que vous appelez "class number", qu'est-ce que ça veut dire, dans la colonne de gauche, "class number", je vois tantot 3 et tantot 2?

R Quand c'est 3, il a gagné au-dessus de 21 cts de l'heure, en bas de 21 cts c'est deuxième classe, et la première classe je crois que c'est 17 cts, je ne suis pas certaine.

20 Q C'est vous qui avez marqué ces chiffres là?

R Oui, mais j'ai un tableau.

Q Vous avez un tableau sur lequel sont indiquées les différentes classes? R Oui.

Q Vous ne vous en rappelez pas là? R non.

25 Q Le chiffre de gauche qui se trouve entre ici 3 et 2, indique le classement de l'employée féminine, suivant les règles passées par la Loi du salaire minimum des femmes? R Oui.

Q C'est ça? R Oui, monsieur.

30 Q La colonne suivante est l'âge de l'employé?

R Oui, monsieur.

11502

78 22

[illegible]

pourrait à la page 626 le 11 avril 1936, intitulé

* INDEX E, 116

[illegible][illegible]

21 DEC 74 15.44

— Was there a point at which you were so ill?

● ● ● ● ●

10-10-68

11. The following information was obtained from the records of the Bureau of the Census, Washington, D.C., for the year 1960:

3488

(FORTIN)

Q Et la colonne suivante sont les jours du mois de mars?

R C'est la paye qui a commencé le 28.

Q Le 28 mars? R Oui.

Q Et a fini? R Et qui va au 10 avril.

Q Au 10 avril 1936? R Oui.

Q Alors les chiffres du haut sont les quantièmes?

R Oui.

Q Et les chiffres dans la colonne, sont ?

R Les heures que l'employé a travaillé chaque jour.

Q Vous relevez le nombre d'heure, dans le rapport du département?

R Dans le livre de temps.

Q Est-ce que les heures de travail des employés vous arrivent en même temps que les rapports du département dont vous avez parlés? R Non, plus de bonne heure, pour nous permettre de copier le pay-role.

Q C'est pas la même personne qui les tient?

R Ce sont les assistants-contremaîtres de chaque section, les foremen.

Q Ce qu'on a appelé les petits boss? R Ça doit être ça.

Q Ce sont eux qui tiennent le temps? R Oui.

Q Vous dites que ce renseignement arrive avant l'autre? R Oui, le mardi.

Q Vous commencez à préparer votre paye? R Oui.

Q En mettant les noms, ages, et les jours? R Oui.

Q Et les heures par jour? R Oui.

Q Vous ne pouvez pas commencer le mardi quant à la paye qui va se faire jusqu'au vendredi? R On

rentre le temps au mardi, et le mercredi ou le vendredi

3848

122504)

3489

FORTIN.

on met le reste. Q. Vous avez dit que vous avez

Vous prenez de l'avance un peu quand vous pouvez?

R. Oui.

Vous avez ensuite à la colonne suivante le total
des heures? R. Oui.

Et la colonne suivante: "Number of rings"
"number of runs" dois-je comprendre que c'est "runs"
ou "rings qui est représenté? R. "Rings".

Qu'est-ce que vous entendez par le mot "ring",
placé comme ça, 1-1½-2½-1-7/8, qu'est-ce que ça veut
dire ça? R. Je pense que c'est la grosseur
de la bobine, je ne suis pas certaine, je ne connais
pas ça.

Dans le rapport, il en est fait rapports que
vous recevez du département? R. C'est marqué sur
une carte de style, le ring.

Q. Pour le moment, c'est le "ring"? R. Oui.

Vous écrivez "ring" parce que c'est écrit "ring",
sur le rapport que vous recevez? R. C'est pas
marqué "ring" sur le rapport.

Q. Quand est-ce que vous vous décidez d'écrire ça?

R. Quand je copie le pay-role.

Q. Sur quoi vous basez-vous? R. Sur d'autres
feuilles que j'avais d'avance.

Q. Qui servent à faire quoi? R. D'autres pay-roles,
des semaines d'avant, que j'ai en mains.

Vous ne pouvez pas nous dire pourquoi le mot
"ring" est là? R. Non.

Q. Vous le copiez parce que vous l'avez déjà copié?

R. Oui, le "ring" c'est la grosseur de la bobine.

Q. Prenons ce premier nom, nous avons Alberta
Caron, dans les "spooling Tenders", sa fiche de paye

1985

1985

on the 1st of June.

There is a great deal of work to be done in the field of research and development.

There is a great deal of work to be done in the field of research and development.

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There is a great deal of work to be done in the field of research and development.

1373

3490

FORTIN

etait ~~1339~~, son classement, 3, son âge 28 ans, le nombre de ses heures, 105 heures, On est rendu à la colonne "ring" nous avons $1\frac{1}{2}$, $2\frac{1}{2}$; y a-t-il une relation entre le mot "lift" ... R C'est la longueur de la bobine.

Q $1\frac{1}{2}$ vis à vis de 7, ça serait un mouvement de 7 pouces d'une bobine de 1 pouce et demi, pour vous c'est ce que ça veut dire? R Pour moi c'est une bobine de 7 pouces de long et $2\frac{1}{2}$ pouces de gros-
seur.

Q Vous ne savez pas combien de bobines de $1\frac{1}{2}$ x 7 $2\frac{1}{2}$ x 8, ça n'est pas dit? R Non, c'est au cent livres.

Q Ça vous intéresse pas davantage de savoir que cette personne a travaillé sur deux sortes de bobines? R Oui, le ring n'est pas le même.

Q La colonne suivante "Produced Hours"? C'est quoi ça? R Le nombre de livres produites.

Q Alors cette employée Alberta Caron aurait produit en 105 heures d'un côté, 2480 livres avec des bobines de 7 pouces par $1\frac{1}{2}$ pouce, et 1280 livres avec des bobines de 8 pouces par $2\frac{1}{2}$ pouces?

R Oui, monsieur.

Q La quantité de 2480 lui donne droit semblerait-il à .9899 cts par 100 livres? R Oui.

Q Par 100 livres? R Oui.

Q Vous avez l'extension, le calcul vous a donné qu'elle avait droit en tout à \$28.75? R Oui.

Q Je n'ai pas trouvé le basis rate, qu'est-ce qu'il vient faire le basis rate, comment faites-vous ce calcul là?

R Multipliez .9899 par 1280 livres par 33 et multipliez l'autre par 33 et ça donne \$23.75.

Vous avez rien à faire avec le basic rate, vous vous en occupez pas? R Je prends pas ça.

Q On a parlé ici longtemps du basic rate ou un taux si vous voulez, ou un salaire de base?

R C'est le 3 dont j'ai parlé tantot, ceux qui avait plus que 21 cts, je les aurais placées dans la classe 3.

Q Comme elle a plus que 21 cts de l'heure, vous l'avez classé dans la classe 3? R Oui.

Vous avez rien à faire vous, vous ne faites pas d'autres opérations que celles que vous venez de nous dire? R Non.

Q C'est tout votre travail? R Oui.

Q Quant aux listes de payes, vous ne faites pas autre chose? R Non, je compte les payes quand j'ai le temps, je les copie.

Vous occupez-vous des enveloppes de payes?

R Non.

Q Vous n'emplissez pas les enveloppes? R Non monsieur.

Etant donné, le No.1373, est-ce vous qui l'avez donné à Alberta Caron? R Oui.

Q Vous donnez le numéro aux employées et vous préparez la liste de paye jusqu'à dire qu'elle aura droit à \$23.75? R Oui.

Q Vous ne touchez pas à l'argent? R Non.

Q Ni aux enveloppes? R Non.

Q Et vous avez rien à faire avec le tarif de base, de savoir comment ceci compare ou non avec le basic rate?

25-11-72

se 22 200 2011 001 100 0000. 2011, 11/11/11

11-11-68

Votre avis nous a été transmis.

1. The above is a true and correct copy of the original as shown to me by the person who presented it to me.

On a parle ici 1 système de base rate et un

1. The first step is to identify the problem or question that needs to be answered. This involves understanding the context and the specific requirements of the task.

[illegible]

Comme elle a bien le droit de l'être, vous

[illegible]

THE SECRETARY OF THE ARMY

and it is to be expected that the

1968 11 19

DATE: 10-10-1978, 10:00 AM, 10:00 AM

...e che il ...

Vous avez bien à faire avec le petit de brass.

3492

(FORTIN)

R Je ne comprends pas ça.

Q Un taux de base, un "basic rate"? R Je classe juste l'employé dans une des trois classes, un, deux trois.

5 Q Vous les classes dans trois différentes classes, celles qui reçoivent plus de \$ 21 cts de l'heure?

R Oui, si elle a moins je l'aurais mise dans 2.

Q Dès que vous constatez qu'elle ne fait pas 21 cts de l'heure vous modifiez la classe en conséquence?

R Oui.

10 Q Faites-vous d'autres travail que de préparer la paye? R Des fois je fais les rapports de production.

Q Depuis deux ans que vous faites ces rapports là aussi? R Oui.

15 Q C'est sous le contrôle de Monsieur Gariépy aussi les rapports de production? R Oui.

Q Toujours pour le même département du yarn finishing, ou si vous êtes attachée à d'autres départements? R Non, je suis au département de la yarn finishing.

20 Q Les rapports de production sont basés sur quels documents, arrangements? R Sur mes feuilles de production.

25 Q Sur les feuilles donc vous avez parlées, qui vous viennent des départements, et qui servent à faire la liste de paye? R Oui.

Q Les faites-vous à 15 quinzaine, à la semaine, au mois? R A la quinzaine.

30 Q Dans le livre de paye que j'ai là, mademoiselle, votre travail commencerait à la page 128, et finirait à la page 178? R Oui, monsieur.

3493

FORTIN

Q Ce sont ces 50 pages là qui sont de votre ouvrage? R Oui.

Q Est-ce qu'il arrive que des employés vous demandent à vous des explications sur leurs salaires, parce qu'ils savent que vous préparez les listes de payes? R Non, ça arrive pas.

Q Depuis deux ans personne ne vous a posé aucune question concernant son salaire? R Oui, ils me le demande des fois, je leur dis pas.

Q C'est un secret, ils vous le demandent et vous ne le dites pas? R Non.

Q Est-ce parce que c'était un secret d'office?

R Bien, ce qui se passe au bureau ça reste là, celles qui veulent savoir de moi, elles n'ont qu'à questionner le boss.

Q Vous les renvoyez aux contremaîtres de leurs départements? R Non, je leur dit: c'est pas moi qui est supposée vous renseigner sur ça.

Q Vous refusez de répondre à ces personnes, parce que vous croyez que ça ne vous regarde pas, de les informer? R Oui.

Q Avez-vous reçu des instructions au bureau de ne pas donner ces renseignements là? R Je ne me rappelle pas qu'on m'ait dit de parler aux filles de quoi ce qu'on faisait, c'est entendu qu'on est pas obligée de conter tout ce qu'on fait.

Q Je comprends, je prends pour acquit que vous trouveriez indiscret, s'il s'agissait pour la personne qui les demandent, demandait des renseignements pour d'autre chose que son salaire, mais ce que je vous demande c'est si le bureau vous a donné ordre à

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vous, ou vous ont indiqué leur désir que vous ne donniez pas de renseignements aux employés, concernant leurs payes? R On m'a déjà dit que ce qui se faisait au bureau, de laisser ça au bureau, de ne pas en parler.

Q Vous avez compris que ça s'appliquait à ceci comme au reste? R Oui.

Q Je vois que votre liste commence par une indication " Employees appearing in more than one class", qu'est-ce qu'on doit comprendre, ici mademoiselle, page 131; on voit 133? R C'est la page ça.

Q C'est pas l'âge il serait bien vieux? R ..

Q Qu'est-ce que ça serait? R Page 133, il apparaît là et sur la page 177.

Q Les numéros qui sont tous au-dessus de 100, en regard de l'âge, ça ne veut pas dire l'âge, ça veut dire les pages? R Oui, monsieur.

Q Je prends par exemple le premier nom qui paraît à la page 128, René Tremblay, fiche de paye 1347, et après à la page 128? R Oui, pages 128, 133 et 177.

Q Pages 128, 133 et 177? R Oui.

Q A la page 128 il a fait quoi? Ce sont les deux ouvrages qu'il a fait ensemble, c'est une référence pour donner mes payes, pour faire seulement un chèque.

Q Il a travaillé sur deux sortes d'ouvrage?

R Oui, monsieur.

Q Comment voyez-vous ça? R Sur la page 133, il a 92 heures et à la page 177 il a huit heures.

Q Ce qui fait 100 heures? R Oui.

100111

3494

vous, et vous ont indiqués pour servir des vols de
confort pour de nombreux moments aux employés, comme
tant leurs parents? R. Oui, et c'est tout.
ce qui est intéressant au sujet, de l'absence de la présence
de ne pas en parler.
Vous avez mentionné que la situation est
comme en 1917.
Je vois que votre liste concerne les inspec-
tion "superviseurs" qui sont en une classe.
Qu'est-ce qu'on a fait pour eux, les maternels,
page 131; on voit 1937.
C'est pas l'âge ni le service ni le salaire. R. ...
Qu'est-ce que ça signifie? R. En 1937,
il apparaît là et dans la page 137.
Les numéros de la liste sont les mêmes de 1917,
en regard de l'âge, ça ne veut pas dire l'âge.
1917, 1937, 1937.
Je prends par exemple le premier nom de la liste
à la page 137, dans l'exemple, il me de page 137,
et après à la page 138. R. Oui, pages 137, 138 et
139.
Pages 137, 138 et 139. R. Oui.
A la page 138 il a fait quoi? Je suis sûr
deux ouvrages qu'il a fait ensemble, c'est une liste
tenue pour donner mes pages, pour faire un état
un ouvrage.
Il a travaillé avec les autres d'ouvrage?
R. Oui, monseigneur.
Comment ça se passe-t-il? R. C'est la page 138,
il a travaillé et à la page 137 il a fait quelque-
ce qui fait 139 monseigneur. R. Oui.

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Q Son taux est à la "piece work" R Oui.

Q Les deux fois? R Non, l'autre fois c'est à l'heure.

Q Combien avait-il de l'heure là? R Vous pouvez regarder sur la page 177, ça doit être marqué, .2089 cts.

Q Alors René Tremblay, c'est 8 heures à son prix de l'heure. 2089 cts, c'est pour faire du trucking, ça? R Oui.

Q Il a été payé .2089 de l'heure? R Oui.

Q Et il a 8 heures comme ça? R Oui.

Q Et à la page 133? R Il est paqueteur et inspecteur.

Q Il a 92 heures sous ce régime là. R Oui.

Q Qu'est-ce que c'est que ces indications ici, "Supply", qu'est-ce que c'est, vous avez la lettre "B", c'est vous qui avez écrit ça, vous pouvez nous dire qu'est-ce que c'est? R Je le sais pas qu'est-ce que ça veut dire.

Q C'est une entrée que vous faites d'après les rapports que vous recevez? R Oui.

Q Et vous copiez le rapport que vous recevez?

R Oui.

Q "Style 16, c'est quoi ça, d'après vous, pour un "packer"? R Je ne sais pas.

Q Vous ne savez pas ce que ça veut dire?

R Non, monsieur.

Q Alors les chiffres dans sa colonne sont?

R 351.

Q Et 782? R Oui, monsieur.

Q Ce sont les livres ça? R Oui,

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1911

CON TAKK GAT 2 IN "PENCE KORN" 2

CON TAKK GAT 2

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3496

FORTIN.

Q 782 livres et 351 livres? R Oui, monsieur.

Q 780 livres à .1295 cts? R Il a toute la colonne lui.

Q René Tremblay a toute la colonne à son compte?

R Oui.

Q Vous avez pas additionné combien ça faisait de livres? R C'était pas nécessaire.

Q Pourquoi ce n'était pas nécessaire? R Parce que le rate est pour chaque sorte, pour le 18 par exemple j'ai une rate. Je multiplie le nombre de livres, et ainsi de suite jusqu'au bas, ça donne \$23.75 pour sa paye.

Q Vous avez calculé ça sur d'autres documents?

R Oui.

Q Et vous mettez la réponse là dessus? R Oui.

Q C'est pas vous mademoiselle qui êtes chargée d'établir combien vous avez d'employés féminins de la première, deuxième et troisième classes?

R Non, Monsieur.

ADVENANT 3.40 hrs P.M. L'enquête est
ajournée pour dix minutes.

ADVENANT 3.55 P.M. l'enquête se continue.

-o-o-o-o-o-o-o-o-o-o-o-

JOSEPH GIRARD.

Lequel témoin est assermenté.

Interrogé par Mtre BEAUREGARD:

Q Monsieur Girard quel est votre âge? R Vingt-huit ans.

Q Quelle est votre occupation? R Commis.

Q A quel endroit? R A la Dominion Textile.

Q Quelle est votre fonction particulière comme commis? R Je fais le pay-role de la machine shop, la cour, la teinturerie, la cloth room et la napping room, et le checkage du coton.

Q Depuis combien de temps avez-vous cette fonction là? R Environ un an et demi.

Q Avant ça, avant d'avoir cette fonction, quel ouvrage aviez-vous? R Checkeur du coton, de la production du coton sortant de la weave room.

Q Expliquez donc à la Cour comment vous faisiez ce checkage du coton sortant de la weave room?

R D'abord tous les rouleaux, sur les rouleaux il y a le numéro du métier qui est marqué avec le style et le nombre de cuts, le nombre de cuts n'a pas d'importance pour le checkage, c'est les livres qui comptent, je balance et me guide d'après les livres.

Q Voici un rouleau de coton qui est terminé et enlevé du métier à tisser, qu'est-ce qu'on en fait?

R On l'amène à la cloth room, et je fais rentrer la pesanteur du rouleau à tel métier.

Q Le rouleau est pesé là? R Oui.

Q Est-il mesuré? R Pas encore.

Q Pas à ce moment là? R Non.

Q Il est pesé? R Oui.

Q Vous avez la pesanteur du coton? R Oui.

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Q Pour quelle fin était-il pesé? R Pour faire la paye des weavers, je ne sais pas trop quoi, mais des weavers particulièrement.

5 Q Alors la pesantueur du coton sert de base à la paye? R Oui, sert pour faire la paye.

Q Le coton est donc pesé, immédiatement après être enlevé du métier? R C'est à dire nous faisons deux checkages par jour, un le matin et un le midi.

10 Q Vous dites que vous faites deux checkages par jour, un le matin et un le midi, mais quand le coton est enlevé ça? R Oui.

Q Le coton est enlevé, dès qu'il est fini, il est mis là? R On l'amène à la cloth room, je le chèque, je fais l'entrée dans mes feuilles.

15 Q Vous le pesez? R Oui.

Q Vous dites que la pesantueur sert à faire la paye?

R Je ne fais pas la paye, je fais juste ces entrées là.

20 Q Actuellement là? Vous faites ce travail là, vous pesez le coton et vous entrez la pesantueur sur? R Sur des feuilles.

Q Que vous remettez à qui? R Au commis qui fait la paye de la weave room.

Q Vous, vous avez fini quant au coton? R Oui.

25 Q Pour cette partie là, c'est une partie de votre ouvrage qui se termine là? R C'est complet rendu là.

Q Quel est l'employé qui fait les ^{feuilles} payes de ce coton là? R René Frankiny Coté.

30 Q Quelle est l'autre partie de votre travail à vous? R Faire les pay roles de cinq dé-

partements, la machine shop, la Coar, la teinturerie, la cloth room et la napping room. R Oui.

Q Ce sont les deux seules fonctions que vous avez ça? R Oui, je fais aussi les rapports de la cloth room.

Q Ce n'est pas ce que vous venez de dire quant à la pesanteur? R Non, quand le coton est coupé et mesuré par les coupeurs, c'est après cette production là, c'est à dire les coupeurs ont des pads, ils font les entrées de chaque style avec la longue r des pièces, je fais l'addition de chaque sorte séparément, et je fais un rapport du coton.

Q Est-ce juste avant l'emballage ça? R Oui.

Q Le coton est fini? R Oui.

Q Vous remettez ces rapports là du mesurage du coton à qui? R Je les remets à Monsieur Racine, l'assistant de Monsieur Holiday.

Q Dans le bureau? R Oui.

Q Vous faites trois sortes de travaux, vous pesez le coton qui sort des métiers? R Oui, monsieur.

Q Vous entrez dans les livres le mesurage du coton, juste avant qu'il soit emballé? R Oui.

Q Le résultat de votre premier travail est remis à Coté? R Oui.

Q Et le résultat de votre second travail est remis à Racine? R Oui.

Q A part ça vous faites certaines listes de payes? R Oui.

Q Vous avez devant vous un livre de listes de payes: " wages fortnight ending April 11th, 1936, mechanical departement?" R Oui.

Q Vous faites ces pay-roles là? R Oui.

Q Vous en faites d'autres aussi? R Oui.

Q Le suivant est à vous, "general"? R Oui,
c'est le même pay role.

5 Le suivant: "yard waste", c'est encore à vous?

R Oui, c'est pour le coton brut.

Q "Cotton card" c'est encore vous? R Non,
je finis là, mais j'ai trois autres pay roles
plus loin.

10 Q Les pages 17 à 29 vous appartiennent? R Oui.

Q On va d'abord s'occuper de celles là. Dans
la "mechanical" vos hommes sont payés à l'heure?

R Oui.

Q Tous? R Tous.

15 Q Johnson Harry, vous ne faites pas la paye?

R Non, c'est le contremaître.

Q C'est un secret, vous rentrez pas ça? R Non.

Q Vous ne savez pas pourquoi? Vous le connais-
sez bien? R Oui.

20 Q Le suivant c'est un autre contremaître?

R C'est son assistant.

Q Omer Plourde, ⁷⁰~~22~~ cts de l'heure? R Oui.

Q Ensuite St. Pierre Roger, ²⁰~~22~~ cts de l'heure?

R Oui.

25 Q Ensuite les machinistes, 46 cts, 42 cts
de l'heure approximativement? R C'est à l'heure,
c'est précis.

Q Les apprentis 19 et 16 cts de l'heure? R Oui.

Q Le forgeron 42 cts? R Oui.

Q Son aide 27 cts? R Oui.

30 Q Un pipe fitter 37 cts? R Oui.

(1910) 2000

1. The first part of the report is devoted to a general survey of the situation in the country. It shows that the country is in a state of general depression, and that the people are suffering from want and distress. The cause of this is the failure of the Government to take any effective measures to relieve the people from their sufferings.

2. The second part of the report is devoted to a detailed account of the various measures which have been taken by the Government to relieve the people from their sufferings. It shows that the Government has taken a number of measures, but that these measures have been entirely inadequate to meet the needs of the people.

3. The third part of the report is devoted to a discussion of the various causes which have led to the present state of affairs in the country. It shows that the causes are many and varied, and that they are all the result of the failure of the Government to take any effective measures to relieve the people from their sufferings.

4. The fourth part of the report is devoted to a discussion of the various measures which should be taken by the Government to relieve the people from their sufferings. It shows that the Government should take a number of measures, but that these measures should be entirely adequate to meet the needs of the people.

5. The fifth part of the report is devoted to a discussion of the various causes which have led to the present state of affairs in the country. It shows that the causes are many and varied, and that they are all the result of the failure of the Government to take any effective measures to relieve the people from their sufferings.

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9. The ninth part of the report is devoted to a discussion of the various causes which have led to the present state of affairs in the country. It shows that the causes are many and varied, and that they are all the result of the failure of the Government to take any effective measures to relieve the people from their sufferings.

10. The tenth part of the report is devoted to a discussion of the various measures which should be taken by the Government to relieve the people from their sufferings. It shows that the Government should take a number of measures, but that these measures should be entirely adequate to meet the needs of the people.

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3501

GIRARD.

Q Tous ces gens sont à l'heure? R Oui.

Q Vous avez personne dans ce département là qui soit à la pièce? R C'est à dire les scaurens qu'on appelle ça.

5 Q Pour le moment nous allons disposer d'abord des mécaniciens, qui est-ce qui vous remet les feuilles ou rapports pour préparer la paye? C'est l'assistant contremaître.

Q Du département? R Oui.

10 Q Est-ce que c'est lui qui vous remet le temps?

R Oui, c'est dans un livre.

Q Il vous donne le nom, le temps? R Oui.

Q Et est-ce lui qui vous donne le prix à l'heure?

R Le prix à l'heure, on a des listes de prix pour chaque travail.

15 Q Vous avez déjà ça au bureau? R Oui.

Q Là dessus il n'y a pas d'exception quant aux mécaniciens? R Non.

Q C'est cette façon qui s'applique à tout le monde?

R Tout le monde? R Oui, tout le monde.

20 Q Vous dites que vous avez le département "general" qu'est-ce qui se passe là, toutes sortes de choses?

R Oui.

Q Electriciens, pipe fitter, aides, plombiers,

R Oui.

25 Q Ces gens là sont encore à l'heure? R Oui.

Q Tous à l'heure? R Oui, sauf le chef électricien qui est à la semaine.

Q \$40.00, \$45.00 par semaine, les autres sont à l'heure? R Oui.

30 Q Vous signalez qu'à la page 24 les secourers sont à la pièce?

WELLS

112

Page 007 Date sent 8/1/69

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3502

GIRARD.

R Ils sont à la pièce, c'est monsieur Gariépy qui fait la paye là?

Q C'est monsieur Gariépy qui prépare cette paye là? R Oui, ça nécessite deux heures d'ouvrage et j'ai pas le temps de faire ça.

Q Alors c'est pas vous qui la faites? R Non, monsieur.

Q Alors je vous en parle pas? R ...

Q Vous avez pas d'autre personnes à la pièce dans ce département général? R Non.

Q Vous avez ensuite "yard waste sorting and opening", ce sont les employés de la Cour, ceux qui sont à trier les déchets, et "opening" ceux qui ouvrent les balles? R Absolument, ce sont eux.

Q Tout ce monde là est à l'heure? R Tous, sans exception. Des fois quand un homme apparaît à deux places, qu'il a fait deux sortes d'ouvrages par exemple, on rentre tout sur la même page pour faire la paye.

Q Le premier que vous avez ici, Elie Bureau, qui a fait en tout 105 heures? R Oui.

Q Dont 75 heures à 24.60 pour 75 heures? R C'est son montant ça, on va retrouver son taux à l'heure.

Q Il faut reculer là? R Oui.

Q A la page 13, Elie Bureau, gagne \$24.3279 cts de l'heure, qu'est-ce qu'il fait dans ce temps là?

R Je l'ignore, je ne suis pas le contremaître, je fais juste les payes, j'ai les livres, les taux.

Q Quelle est son occupation? R Ici c'est dans l'entreposage.

Q Il faut référer aux autres pages pour avoir combien il gagne? R Absolument.

Q Il a travaillé sur quel ouvrage, à quel travail? R Vous avez seulement la page 13 de ce coté là, les autres sont sur l'autre coté.

Q Vous avez ici les "waste sorters" qu'est-ce que ça veut dire, ce sont ceux qui trillent les déchets? R Absolument.

Q Ce sont des femmes ça? Oui, ce sont les seules six femmes dans ce département là.

Q "Un" veut dire quoi? R C'est la classe, c'est à dire ils ont droit à un tel pourcentage, la loi du salaire minimum, c'est la classe en haut de 12 $\frac{1}{2}$ cts, ils ont droit à tel pourcentage.

Q Chaque de ces femmes là pour 95 heures d'ouvrage gagne \$14.15? R Oui.

Q Quelle espèce de déchets elles sont à triller?

R C'est ce qu'on appelle la "waste" je ne peux pas définir ça je connais pas ça.

Q Qui est contremaître du département là?

R Alfred Poliquin.

Q Vous avez des femmes de 62 ans là? R Oui.

Q 61, 52, 42, 36 ans? R Oui.

Q Voulez-vous m'indiquer également les autres payes? R Oui.

Q Vous vous occupez également du cloth room?

R Oui.

Q Et du napping? R Oui.

Q Quoi encore? R La teinturerie, c'est à la fin.

Q Dans le cloth room vos employés sont encore à l'heure? R Une partie à l'heure et une partie à la pièce.

Q Ceux que nous disons être à l'heure, ne sont

(over)

3504 (Girard)

jamais autrement qu'à l'heure? R Non, quelquefois,
mais assez rarement.

Q Un bale packer c'est là cta de l'heure?

R Oui.

Q \$1.50 par jour? R Oui.

Q Ca consiste en quoi ça? R A marquer les balles,
le nom du destinataire et le style, la quantité de
verges, la pesanteur.

Q Dans le cloth room là vos employés sont à la
pièces? R Oui.

Q Alors vous avez comme dans les autres cas, la
fiche de paye à gauche, le nom de l'employé?

R Oui.

Q Sa classe, si c'est un employé féminin? R Oui.

Q Son âge? R Oui.

Q Et les jours de travail? R Oui.

Q Ainsi que le total des heures? R Oui.

Q Qu'est-ce que vous entendez par dans la colonne
"No. of runs" ? R Ca ça pas d'importance pour
cette paye là.

Q 7.75 qu'est-ce que c'est? R Le percentages
des gages réunis ensemble pour faire la paye
du cloth carrier.

Q Il est payé comment? R A la pièce, suivant
la production du coton.

Q Lui dépend de tout le département? R Oui.

Q 7.75, c'est quoi? R Le percentage du total
des payes des filles, \$188.65.

Q C'est un percentage? R Oui.

Q Il y a pas de signe mais c'est ce que ça veut
dire? R Absolument.

(1917)

2504

On parle beaucoup d'art et de science

oui.

11.50 par jour?

oui.

On constate en fait qu'il y a beaucoup de

la non de destination et le style, la qualité de

verges, la puissance.

On ne le dit pas, mais la voir en fait, c'est à la

place? R. Oui.

Alors vous avez comme une idée que, la

ligne de pays à l'étranger, la non de l'anglais?

R. Oui.

On classe, si c'est un emploi français? R. Oui.

Non? R. Oui.

Et les jours de travail?

R. Oui.

Alors, c'est le total des heures? R. Oui.

Qu'est-ce que vous entendez par là, la colonne

"No. of Lines"? R. C'est la partie d'importance pour

cette pays là.

7.75, c'est-à-dire des d'art? R. C'est la partie de

les lignes de travail, c'est la partie

Il est très commun? R. A la fin, c'est

la production de l'art.

On dépend de tout le département? R. Oui.

7.75, c'est-à-dire? R. C'est la partie de l'art

les lignes de travail, c'est la partie

C'est un peu différent? R. Oui.

Il y a une ligne de travail, c'est la partie de

R. Oui.

3505

(Girard)

Q Le total des payes des filles etant de \$138.65
il touche 7.75% qui lui fait un salaire de \$14.80,
pour une quinzaine, et il a fait 68 heures d'ou-
vrage dans une quinzaine? R Oui, monsieur.

(The following sheet is 3510)

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IN 1901 and 1902 the following were the
if for the 7.75% per cent in 1901 and 1902,
port and 1902. It is a fact that the
large area and 1902. H. C. J. M. J. M. J. M.
(The following sheet is set)

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J. Girard.

PAR ME BEAUREGARD:

Q Dans le Mapping Department? R Tous les hommes sont à l'heure.

Q Tous les hommes sont à l'heure? R Oui.

Q Quel est l'autre département dont vous avez charge? R Teinturerie.

Q Contre-maitre, Henry Butterworth?

R Oui, monsieur.

Q Assistant, Arthur Osborne? R Oui.

Q Ils sont tous à l'heure, ceux-là?

R Tous à l'heure.

CHARLES-AIME GIRARD est assermenté:

INTERROGE PAR ME BEAUREGARD:

Q M. Girard, quel est votre nom? R Charles-Aime Girard.

Q Quel est votre âge? R 22 ans.

Q Quelle est votre occupation? R Commis.

Q Où? R Dominion Textile.

Q Au bureau général? R Au bureau général

Q Qui est votre supérieur direct? R M. Gariépy.

Q Depuis combien de temps êtes-vous là?

R Deux ans.

Q Que faisiez-vous, avant? R J'ai été commis six mois dans un département.

Q Dans un département, dans quel département?

R Dans la card-room.

Q Sous quel contre-maitre? R M. Houde.

Q M. Stephen Houde? R Oui, monsieur.

Q Vous faites les listes de payes, vous?

... ..

0535

[illegible]

1. Information for the Director 7-1-2014

R Oui, monsieur.

Vous ne faites pas autre chose que les listes de payes?

R Le rapport de la production.

Q Le rapport de la production que vous remettez à qui?

R A M. McGregor, en bas.

Q Dans quel département?

R Card-Room.

Q C'est, actuellement, votre ouvrage?

R Oui, monsieur.

Q Vous faites un rapport, sur quel document vous basez-vous pour le rapport?

R Je me base sur les feuilles de hanks.

Q Qui sont relevées par qui?

R Par le messenger, dans le moulin.

Q Par le messenger qui va dans le moulin?

R Toujours dans le moulin.

Q Il vous rapporte les rapports des hanks?

R Oui, monsieur.

Q Vérifiez-vous si le rapport est vrai ou si le rapport est faux?

R C'est lui qui voit ça.

Q Le rapport des hanks, c'est le rapport du messenger?

R Oui.

Q Dans la Card-Room, qui est le messenger?

R Jack English.

Q C'est un garçon de quel âge, cela?

R Dix-neuf ans.

Q C'est lui qui relève sur les conditions, le nombre de hanks enregistrés?

R Oui.

Q Il y a des feuilles spéciales pour tenir cela, jour par jour?

R Oui, jour par jour.

Q Une fois par jour, deux fois par jour?

R Deux fois, les hanks de nuit sont en couleur, les hanks de jour, au crayon.

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C.-A. Girard

Q Il y a des feuilles spéciales pour cela, je suppose? R Il prend sur le cadran.

Q Il y a des feuilles préparées d'avance, ou s'il prend cela dans un carnet? R Des feuilles.

Q C_o sont les feuilles qu'il vous remet? R Oui.

Q Vous ne transcrivez pas ces feuilles? R Non.

Q Vous surveillez les feuilles pour faire un rapport à M. McGregor. Quelle est sa fonction, à M. McGregor? R Il check les rapports, les envoie à Montréal.

Q Il refait vos calculs, pour voir si c'est correct, et, les envoie à Montréal? R Oui.

Q Maintenant, avez-vous un moyen de vérifier les chiffres du messenger, y a-t-il quelqu'un chargé de vérifier si le messenger a entré les chiffres exactement? R Il y a personne pour vérifier ça, c'est supposé être juste.

Q Vous savez que les employés sont présumés être payés à la pièce, pour le nombre de hanks?

R Oui, monsieur.

Q Les employés qui travaillent sur les machines, sont supposés être payés d'après le nombre de hanks produits par les machines? R Oui.

Q C'est supposé être la base de paiement de tous les employés travaillant sur les machines? R Oui.

Q Alors, ces rapports, ces hanks sont rapportées par un nommé English, dans le département qui nous intéresse, et pas pas d'autre? R Non.

Q Et, est-ce qu'ils sont vérifiés par personne?

R C'est sensé être juste.

Q Prétendez-vous que ça ne l'est pas. C'est sensé

5-A. 11/1/1914

11/1/14

Il y a des familles anglaises pour celles, je suppose.
R. Il y en a beaucoup.
Il y a des familles anglaises, irlandaises, écossaises, on en a beaucoup.
R. C'est les familles qui sont venues? R. Oui.
Vous ne trouvez pas ces familles? R. Non.
Vous avez vu les familles pour faire un rapport à la Commission? R. Oui, mais pas les familles, à la Commission.
R. Il y a des familles, les familles.
R. Il y a des familles, pour venir en d'autres termes, les familles à l'étranger.
R. Oui.
Enfin, avec vous, les familles à l'étranger, les familles du monde, y a-t-il quelque chose de changé de l'étranger et le monde a changé les familles anglaises.
R. Il y a des familles pour vérifier.
R. C'est une famille anglaise.
R. Vous avez vu les familles anglaises, les familles anglaises à la Commission, pour le nombre de familles.
R. Oui, monsieur.
R. Les familles qui travaillent sur les familles, les familles qui travaillent sur les familles, les familles qui travaillent sur les familles.
R. C'est une famille anglaise, les familles qui travaillent sur les familles.
R. Oui.
R. C'est une famille anglaise, les familles qui travaillent sur les familles.
R. C'est une famille anglaise, les familles qui travaillent sur les familles.
R. C'est une famille anglaise, les familles qui travaillent sur les familles.

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être juste, c'est lui qui les relève et c'est ce rapport-là qui passe, après être fait, à M. McGregor, et, de M. McGregor au bureau général? R Oui.

5 Q De sorte, que le bureau général reçoit, en réalité, l'addition et la coordination du rapport de M. English?

R Oui, monsieur.

Q Et, la paye des employés est basée sur ce rapport?

R Oui.

Q C'est cela? R Oui.

10 Q Avez-vous déjà trouvé qu'il se trompait, avez-vous déjà pu vérifier si ces rapports étaient inexacts?

R L'homme peut se tromper en prenant un neuf pour un zéro, en lisant les cadrans. Quand on voit que ça pas de bon sens, c'est visible, s'il se trompe. S'il se trompe d'un hank, on peut pas s'en apercevoir.

15 Q Placé comme vous l'êtes, vous vérifiez rien que les payes ou vous vérifiez les cadrans. Pouvez-vous dire s'il s'est trompé, qu'il a pris un un pour un deux?

R Non.

20 Q Quand l'erreur est trop grande, vous pouvez le savoir? R Oui.

Q S'il prend un neuf pour un zéro, ça peut faire une différence, jusqu'à neuf, c'est beaucoup? R Oui.

Q Alors, là, vous constatez qu'il s'est trompé?

R Oui.

25 Q Qu'est-ce que vous faites quand vous constatez cela?

R Je lui dit, je vais voir le cadran.

Q Vous lui dites: "Tu dois faire erreur"? R Oui.

Q Comment constatez-vous cela, qu'il a fait erreur?

R Supposons qu'il y a plus de hanks que la machine peut produire, la vitesse est de tant de hanks par jour.

Q C'est l'addition de total de la quinzaine. Si des erreurs sont constatées, c'est quinzaine par quinzaine, c'est ça? R Oui.

Q Vous avez devant vous, disons le total de la dernière quinzaine, M. English arrive avec le total de la quinzaine se terminant, disons, aujourd'hui; vous regardez ses chiffres comparativement à la dernière quinzaine, c'est ça?

A Je peux pas tout rechecker son ouvrage, Je fais voir ses chiffres

Q Etes-vous particulièrement chargé de le contrôler, de la vérifier, de la checker? R Non.

Q C'est incidemment que vous vous trouvez à voir ces erreurs? R Je m'adonne à voir une erreur, je suis pas supposé checker, il est supposé être juste.

Q Il est supposé faire cela sans erreur? R Oui.

Q Seulement, il peut vous arriver et vous arrive de voir ces erreurs dans dans rapport? R Oui.

Q Vous lui avez trouvé des erreurs à l'aide du rapport de la dernière quinzaine?

A Je vois toutes les journées sur ce rapport-là.

Q Cela n'est pas la dernière quinzaine qui vous sert pour trouver ces erreurs? R Non.

Q C'est le rapport au jour le jour?

R Supposons qu'il y a 15 et que le lendemain la machine marque quatre, on voit qu'il s'est trompé.

Q La machine enregistre combien de hanks avant de recommencer le cadran? R 100.

Q Le cadran enregistre rien qu'à 100, c'est ça?

A Oui.

Q Alors, je suppose que le coton de la machine, de

5 tel numéro, vous arrive avec le rapport; 15 hanks
enregistrés sur le cadran, et, que demain, comme
vous dites, vous trouvez quatre, vous constatez que
ça n'a pas de bon sens, parce que le cadran aurait
été jusqu'à 100 avant de revenir à quatre?

R Ca marche pas comme ça. Une journée qu'il est
à 20, et que le soir il est à 30, ça veut dire qu'il
a fait 10 hanks. Si, le lendemain, il est à 35,
on voit qu'il a oublié quelque chose.

10 Q Autrement dit, si l'erreur de M. English est
assez grosse pour sauter aux yeux, vous la voyez?

R Oui.

Q C'est ça l'affaire? R Oui.

Q Ca, c'est votre rapport de la production? R Oui.

15 Q Ce rapport de production-là sert à faire la paye,
dans la card-room? R Oui.

Q D'après le rapport des feuilles de hanks?

R Oui, d'après les feuilles de hanks.

Q Qui sont les feuilles que M. McGregor envoie au
bureau central? R Oui.

20 Q Est-ce que vous payez les employés avant que ça
aille au bureau central ou après. R Avant.

Q Cela passe chez vous, avant? R Oui.

Q- Est-ce que vous payez la card-room, vous?

R Oui, monsieur.

25 Q Vous payez cette card-room-là? R Oui.

Q Est-ce que dans la card-room, vous faites seu-
lement le rapport de la production pour ensuite
payer? R Oui.

30 Q Est-ce qu'il vous est arrivé souvent de corriger
M. English, de le renvoyer voir ses cadrans?

R Quelques fois:

Q Qu'est-ce que ça veut dire, quelques fois par jours, quelques fois par semaines, ou quelques fois par mois?

R Ça fait pas longtemps qu'il est là, c'est un nouveau.

Q Ça fait combien de temps qu'il est là?

R Lui, ça fait cinq ou six mois.

Q C'est assez trompant de travailler sur ces cadrans-là?

R Oui.

Q Il y a souvent de la poussière sur les cadrans?

R Oui.

Q Le cadran peut être embrouillé, des fois?

R Oui.

Q La lumière peut être, des fois, assez basse, assez mauvaise?

R Oui.

Q On peut se tromper?

R Evidemment.

Q Un nouveau comme M. English peut se tromper plus qu'un autre, parce qu'il est nouveau, c'est de même que vous comprenez cela?

R Oui.

Q Avant M. English, trouviez-vous des erreurs, même avec l'autre rapporteur?

R Moins.

Q C'est un vieil employé.....

R L'autre faisait plus attention, ça faisait plus longtemps.

Q Alors, quand vous dites quelques fois, ça veut dire quelques fois dans un mois ou quelques fois dans une quinzaine?

R Je compte pas les fois.

Q Combien voulez-vous dire, trois, quatre, cinq, dix?

R Une erreur dans le cadran, peut-être une par mois.

Q Cela arrive comme ça, de temps en temps?

R Oui.

Q Vous ne courez pas après?

R Non.

1. Quel est votre

2. En'ont-ee des de vent dire, quelques fois par

3. formes, quelques fois par semaines, ou quelques fois

4. par mois?

5. Les 12, c'est un nouveau.

6. Un autre compte a de temps en temps (1914)

7. Oui, ce fait est en fait.

8. C'est aussi l'objet de l'examen des comptes

9. 1914-15

10. Il y a souvent de la confusion sur les comptes

11. Oui.

12. Le cadren peut être embrouillé, des fois?

13. Oui.

14. La machine peut être, des fois, dans le mauvais

15. 1914-15

16. On peut se tromper? A l'occasion.

17. Un nouveau comme le précédent peut se tromper

18. Dans un autre, parce qu'il est nouveau, c'est de

19. 1914-15

20. C'est un fait, l'examen des comptes

21. même avec l'ancien rapporteur? Non.

22. C'est un fait employé.....

23. L'erreur n'est pas dans la machine, ce n'est pas

24. l'erreur.

25. Alors, quand vous êtes dans la machine, ce n'est

26. dire quelques fois dans un mois ou quelques fois

27. dans une semaine?

28. C'est l'erreur de la machine, l'erreur de la

29. machine, c'est l'erreur de la machine.

30. peut-être une fois.

31. C'est l'erreur de la machine, ce n'est pas l'erreur

32. de la machine, c'est l'erreur de la machine.

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Gé-A. Girard

Q Quand cela vous saute dans les yeux?

R Il faut changer le grand total au bas de la ligne.

5 Q Si c'est découvert, c'est par hasard, vous ne courrez pas après? R Non.

Q Voulez-vous m'indiquer les listes de payes
Avez-vous rien que la card-room, vous? R Oui.

Q Combien avez-vous d'employés?

10 R Environ 275.

Q Alors, vous avez dans votre liste de payes pour la quinzaine finissant le 11 avri, 1936: Cotton Card, page 29, c'est votre ouvrage? R Oui, monsieur.

15 Q Autrement dit, tout ce qu'il y a la-dedans, c'est vous qui l'avez écrit: la fiche de paye des employés, ensuite, leur nom et les pages reprises quand il s'agit d'employés qui apparaissent à plus d'une page.

R Oui.

Q Ensuite, vous avez le nombre d'heures et le taux?

20 R Le taux n'est pas marqué, seulement les heures et le montant, ça reprend à la page 33, 37.

Q Dans la colonne marqué: taux: qu'est-ce que ça veut dire, cette affaire-là?

R Ce veut dire que pour cette job-là, il a travaillé à 1'heure.

25 Q En prenant Gérard Dufour, en revirant à la page 33, c'est un roving man. Il a 27 ans, il a travaillé 15 heures à 15 cents de 1'heure. Cela lui a fait \$3.15. Qu'est-ce qu'il a fait pendant ce temps-là?

R Il a mis les rovings sur les machines.

30 Q Pourquoi est-il à 1'heure, tout d'un coup?

R C'est une job qui est à 1'heure.

Q Toujours à 1'heure? R Toujours à 1'heure.

Q A la page 37, où est-il. Voici; Gérard Dufour,

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C.-A. Girard

travaillé 12 heures à 23 sous, ce qui lui a fait
\$3.25? R Oui.

Q Maintenant, je prends le suivant, ça m'a l'air
de Philippe Mathieu? R Oui.

Q En se reportant à la page 33: Philippe Mathieu;
fiche de paye, \$2.10; son nom, Philippe Mathieu;
son âge, 25 ans; 10 heures à 21 cents de l'heure:
\$2.10. R Oui.

Q Mais, à la page 29, il n'a pas l'air d'être
à la pièce. Pas cette fois-là; c'est à la page 38:
Philippe Mathieu; fiche de paye, \$2.10; 25 ans;
travaillé 30 heures, 182

R Spindles qu'il a runnés, 182.

Q Il a travaillé sur 182 spindles, soit 90 et 92,
c'est ça? R Oui.

Q Au prix de ... R C'est le nombre de
livres.

Q Il a produit 5071 livres tarifées à

R .1172 du 100 livres.

Q .1172 du 100 livres? R Oui.

Q Ce qui lui a fait pour 31 heures: \$5.95?

R Oui.

Q Le tarif de .1172 est basé sur la livre?

R .1172 du 100 livres.

Q Etant donné qu'il avait fait 182 spindles?

R Oui.

Q Est-ce que c'est le nombre ordinaire de spindles,
ça? R Oui.

Q 182, c'est le nombre qu'il est supposé avoir?

R Oui, deux machines, une, 92, et une, 90.

Q 90 par machine, est-ce que c'est le nombre ordi-
naire sur ces machines? R Oui.

travaillé 12 heures à 25.00, ce qui lui a fait

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C.-A. Girard

Q Les machines étaient à pleine capacité? R Oui.

Q A. Latour, est dans la troisième catégorie?

R Oui, monsieur.

Q 21 cents de l'heure, c'est cela? R Oui.

Q C^{est} sont tous des employés à l'heure, cela?

R Oui.

Q Cela continue, ce sont toujours les employés à l'heure? R Ça, aussi.

Q Page 38, voici les employés à la pièce?

R Oui.

Q Les Drawing Tenders, qu'elles font ces jeunes filles-là? R Les Drawings.

Q Vous avez la première, en tête, ici, numéro 3, troisième catégorie, suivant le salaire minimum:

Âge, 41 ans, 105 heures d'ouvrage dans sa quinzaine; 48 deliveries, qu'est-ce que cela veut dire?

R Elle ran 48 brins.

Q Ensuite; Deliveries Spindles per Head, ça veut dire quoi? R Le nombre de brins par machine.

Q Six brins par machine? R Oui.

Q Hank or Count: .139? R C'est la grosseur du coton.

Q La quantité de hanks, 815? R Oui.

Q C'est ça? R Oui.

Q A la base de .03589, autrement dit: 3589 dix millièmes de piastres? R Oui.

Q Par hank? R Par hank.

Q Qui donne un total de \$29.25 pour 105 heures d'ouvrage? R Oui.

Q Le relevé qui vous sert à faire cela, c'est le relevé de M. English? R Oui, la feuille de hanks.

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Q Est-ce qu'il arrive que des employés s'adressent à vous pour avoir des calculs, des explications sur leur paye?

R Des fois, un par 15 jours, quand je vais dans le moulin, je suis pas supposé aller là.

Q On vous en demande?

R Oui, quelques fois.

Q De temps en temps, ils vous demandent, répondez-vous quand ils vous le demandent?

R Quand j'ai passé pour la paye, il y a quinze jours, il y en a un qui m'a demandé, j'ee lui ai répondu.

Q Qu'est-ce qu'il vous a demandé, combien il était pour retirer?-

R Oui.

Q Il ne vous a pas demandé d'explications sur sa feuille?

R Non.

Q Il ne vous a pas demandé le prix du coton, à tant de la hank, tout cela?

R Non.

Q Vous lui avez dit qu'est-ce qu'il était pour avoir, tantôt, parce que vous passez après pour les payer?

R Je passais avec le pay roll.

Q Les nettoyeurs, page 40, je vois que les jeunes filles, les cleaners: Albertine Giguère, catégorie numéro deux, 22 ans, 50 heures d'ouvrage ... qu'est-ce que ça veut dire: 7 dans la colonne des spindles?

R Elle a 7 machines.

Q 176?-

R Spindles par machine.

Q 10342 livres à .0909 par livre?

R O*u*i.

Q Comment expliquez-vous que les cleaners sont intéressés à la quantité de livres, Le salaire des cleaners est basé sur quoi?

R Sur la production des machines.

Q Sur la productions des machines qu'ils nettoient?

1. The first of these is the fact that the defendant has been found guilty of a crime which is a felony under the laws of the State of New York.

2. The second of these is the fact that the defendant has been found guilty of a crime which is a felony under the laws of the State of New York.

3. The third of these is the fact that the defendant has been found guilty of a crime which is a felony under the laws of the State of New York.

4. The fourth of these is the fact that the defendant has been found guilty of a crime which is a felony under the laws of the State of New York.

5. The fifth of these is the fact that the defendant has been found guilty of a crime which is a felony under the laws of the State of New York.

6. The sixth of these is the fact that the defendant has been found guilty of a crime which is a felony under the laws of the State of New York.

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Cé-A. Girard

R Oui, monsieur.

Q Ces jeunes filles-le nettoient les machines?

R Je peux pas dire si elles nettoient pas, elles peuvent attacher des brins, je sais pas.

Q Elles sont intéressées, comme cleaners?

R Oui, monsieur.

Q Vous les traitez comme cleaners, vous donnez la cote du salaire des cleaners?

R Oui.

Q C'est cela que vous faites?

PAR ME HEWARD:

Q Qu'est-ce qu'un cleaner?

R Un nettoyeur.

Q Un nettoyeur de quoi?

PAR ME BEAUREGARD:

Q Et-ce qu'elles nettoient les machines à la houe?

R Avec des brosses.

PAR ME HEWARD:

Q Ils nettoient quoi, le coton?

R Les machines.

Q Ils enlèvent le coton de la machine?

R Oui.

PAR ME BEAUREGARD:

Q Vous en avez cinq dans les 22 ans, 21 ans, 28 ans, 25 ans, et 28 ans?

R Oui.

Q Comment arrangez-vous cela ici, Albertine Giguère, 22 ans, 50 heures, elle a retiré pour 50 heures, \$9.40, basé sur le fait que les machines qu'elle a nettoyées sont au nombre de sept, il y a 176 brins sur ces machines là, qui ont produit 10342 livres de coton.

R Oui.

Q Et ça lui a donné .0909 cts par livre de coton?

R Oui.

Q Le cas suivant Rose Anne Fortin, 22 ans, 105 heures, 7 machines, ce sont pas les machines?

R Non.

Q Ce sont d'autres machines qui ont fonctionné
....Combien de machines a 136 brins, et combien
à 176? R 236,

Q Où est-ce que vous trouvez ça 236? R Il y
a seulement 236 qui runnent avec les cleaners.

Q Vous le dites parce que vous le savez, pas
parce que c'est écrit dans le livre? R C'est
la même production, en général il y a deux machines
qui run.

Q Est-il à votre connaissance que cette jeune
fille là a runné une machine a 136 brins et une
à 176? R Sept en tout.

Q Ces machi es là ont produits la quantité de
coton qui est rapportée 12194, 17356, ce qui lui
a donné un travail de 105 heures, \$19.85?

R Oui.

(la feuille suivante est 3525)

Le 1er janvier 1947, les machines à 100 livres, et machines

à 100 livres, et machines à 100 livres, et machines

à 100 livres, et machines à 100 livres, et machines

à 100 livres, et machines à 100 livres, et machines

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à 100 livres, et machines à 100 livres, et machines

(la feuille suivante est 3085)

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(C.A.GIRARD)

Q Est-ce calculé d'une façon bien précise ces livres là, je vois que vous avez 10000 livres, 12000 livres, 12180 livres, produites par une machine, êtes-vous capable de préciser l'exactitude de ces chiffres là? R L'exactitude, ça se trouve par les hanks.

Q Où sont-ils vos hanks ici? R C'est pas marqué.

Q Qu'est-ce que vous en faites, où les avez-vous vos indications de hanks, vous en avez pas dans votre livre? R Non, sur les feuilles de hanks.

Q Est-ce que les employés sont capables de savoir combien de hanks ils ont manufacturés? R Je le sais pas.

Q Ces feuilles de hanks là, qu'est-ce qu'elles deviennent quand English les apporte? R Je les envoie au bureau. Il y a un bureau dans le département.

Q La réduction en livres des hanks, qui la fait, c'est vous qui faites ça? R Oui.

Q Combien comptez-vous de livres par hank?

R Ça dépend de la hank roving, de la grosseur du coton.

Q C'est le numéro du coton qui vous donne le nombre de livres? R Oui.

Q C'est établi d'avance que tant de hanks donnent tant de livres? R Oui.

Q Avec telle sorte de coton? R Oui.

Q Est-ce qu'il n'arrive pas qu'il y a un peu d'embrouillage, je pourrais dire, de déplacements

3526

(C.A.GIRARD)

des chiffres des employés, que les chiffres d'un employé passent à un autre, vous avez entendu parler de ça que les employés se plaignent que leurs payes n'est pas conforme à leur rendement? R Il y en a qui sont payés, ceux qui sont sur les mêmes machines sont payés tous ensemble.

Q C'est à dire que la production totale est mise en commun et divisée par leur nombre d'heures?

R Oui.

Q Il ne se produit pas d'autres désordres que celui là? R On a enlevé des employés à la job pour les mettre à l'heure.

Q A quel propos faites-vous ce déplacement là?

R Pour les mettre à la base.

Q Vous voulez dire que? Qu'est-ce que vous voulez dire par là, qu'ils sont pas à la base, qu'est-ce que ça veut dire? R Ils ont pas fait assez.

PAR M. LE COMMISSAIRE: On leur donnait moins ou davantage?

R Davantage.

M. TRE BEAUREGARD:

Ca arrive quand ce déplacement, quand un employé n'a pas assez produit? R Oui.

Q Est trop loin de sa base? R Oui.

Q Qu'est-ce que vous attendez pour faire ce changement là, ce qui recevez-vous les ordres? R Les patrons.

Q Qui vous donne ces renseignements? R Alfred Boucher, Stephen Houde, ils sont responsables du pay role.

Q Ce sont eux qui vous disaient quand un tel ou

ou untel, devait faire ce changement là? R Oui.

Q C'est fait sur instructions du contremaître du département? R Oui.

Q Vous faites rien vous même? R Non.

Q Vous faites rien de ces changements là par vous même? R Je fais les routines, quelque

chose qui arrive toujours pareil, j'ai les ordres du contremaître de le faire toujours.

Q Dans certains cas vous attendez pas les ordres spéciales, mais vous le faites par vous même?

R Oui.

PAR M. LE COMMISSION.

Q Est-ce que ça enlève quelque chose à un autre employé? R Non.

PAR M. TRE BEAUREGARD:

Q Est-ce que ça arrive toujours à propos des mêmes, la routine, les mêmes employés? R Oui.

Q Des femmes ou des hommes ordinairement?

R Plutôt des femmes, les hommes la nuit aussi.

Q C'est pour vous confirmer au salaire min. mun.

Et les hommes la nuit, qui ne font pas assez? R Non.

Q Pouvez-vous en indiquer des noms des hommes qui n'ont pas fait assez dans votre liste de paye là? R Ici.

Q Lequel à qui vous réferez là, vous êtes dans la page 44, à quel homme en particulier réferez-vous, est-ce tout ce nombre là? R Oui.

Q Tous les hommes de la page 44, ce que vous appelez les intermediate speed tenders and cleaners?

R Oui.

Q C'est à eux autres que vous réferez là?

R Oui.

Est-ce que la chaîne de ces choses à un effet

TAN M.L.M. COMMUNICATION.

PAR THE ADVANCE:

Et les hommes le fait, par le fait des sexes? N. Non.

C'est pour vous confirmer au sujet de la même.

Plutôt des femmes, les hommes le fait aussi.

Des femmes et des hommes s'organisent?

Non, la femme, les hommes employés? N. Oui.

Est-ce que la femme s'organise à propos des

Q On va en prendre un par exemple, ici, No.413,
Lucien Maot, 31 ans, il a travaillé 12 heures le
9 avril, quel virement de fons avez-vous fait, sa-
base c'est marqué 12 heures, il a travaillé sur 528
spindles? R Oui, trois machines.

Q Armée chacune de 176 spindles? R C'est ça.

Q Il a fait une production en livres de 845 livres?

R Oui.

Q A .3608 le 100 livres? R Oui.

Q Avez-vous fait quelque chose en sa faveur, il
me semble que la multiplication va donner autour de
\$3.00? R Ça change la production, je l'ai
mis à l'heure, la production je l'ai donnée aux
autres.

Q A-t-il retiré plus que \$3.05? R Lui.

Q Avait-il droit à \$3.05? R Je pense pas,
d'après la rate qu'il l'ait fait.

Q Où est-il la rate? R .3608 au 100 livres.

Q Ca lui aurait donné quoi exactement à .3608
du 100 livres? R Ca lui donne \$3.05.

Q Qu'est-ce que vous avez changé quant aux livres?

R J'ai changé les livres.

Q Vous avez augmenté son nombre de livres?

R Oui.

Q Vous lui avez donné 845 livres, et vous dites
qu'il n'avait pas fait 845 livres? R Non.

Q Combien a-t-il fait? R Je ne me rappelle pas.

Q Mais vous avez augmenté son nombre de livres?

R Oui.

Q Il vous est arrivé que la production, "Produced
pounds", il vous est, il peut vous arriver que c'est
pas exact? R Le total est exact.

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2. In the case of the above, the following is the result of the investigation:

of pattern is illustrated in the following:

... if you have it, it's not yours, it's just a loan.

Q Où avez-vous pris la différence pour lui
donner 845 livres, s'il les a pas fait?

R La différence, celui que j'ai oté a fait la
production.

5 Q A qui l'avez-vous pris la différence?

R A un employé.

Q Où avez-vous pris la différence à qui?

R Un de ces deux là.

Q Soit à J.Baptiste Malette ou à Laureat Tremblay?

R Oui.

10 Q C'étaient des gens à l'heure ça? R A la job.

Q Ils ont travaillé 108 heures à 21 cts de
l'heure, ils paraissent pas à la job, où est le
calcul? R J'ai placé leur job et je leur ai
donné pour faire le montant.

15 PAR M.LE COMMISSAIRE: Ils donnent du temps par
heures à l'un et de la production pour l'autre,
ça nous a été expliqué l'autre jour.

MTRE BEAUREGARD.

20 Q Autrement dit sur 108 heures ils n'ont pas
fait 108 heures? R Non.

Q Ils n'ont pas fait 108 heures? R Non.

Q Et ce qu'ils ont manufacturé vous en avez pris
et vous l'avez donné à l'autre? R Oui.

25 PAR M.LE COMMISSAIRE: Il doit y avoir une expli-
cation qui vient de plus haut que le témoin en
question.

PAR MTRE GEOFFRION: Nous aurons les chefs qui
expliqueront un peu plus clairement ces choses là,
il y en a que je ne comprends pas très bien encore.

MTRE BEAUREGARD.

30 Q C'est fait par les ordres de vos supérieurs?

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(H.A.GIRARD)

R Oui.

Q Qui vous donne ces instructions là vous?

R Les contremaîtres.

Q Les contremaîtres des départements? R Oui.

5 MRE GEORGEON: On a l'intention de faire
expliquer le système à la base de ça.

MRE BEAUREGARD:

Q Ce sont les contremaîtres, qui vous ont dit
de faire ça? R Oui.

10 Q Et dans certains cas vous avez des ordres per-
manents de le faire vous même, et vous le faites
sans qu'on vous en parle? R Oui.

Q Est-ce que vous n'avez pas de production ici?

R Non.

15 Q Mallette et Tremblay sont des spare tenders,
au bas de la page 37, votre prétention c'est que
Malette et Tremblay, Jean Baptiste Malette et
Laurent Tremblay, d'après le calcul de leurs produc-
tions aurait droit à \$22.70? R Oui.

20 Q Alors ils ont eu comme question de fait
\$22.70? R Oui.

Q C'est ça? R Oui.

Q Vous avez pris leurs productions et vous
l'avez portée au crédit de l'autre, qui avait pas
fait 845 livres? R Oui.

25 Q Alors Lucien Duot avait pas fait 845 livres,
mais vous ne savez pas combien il avait fait?

R Non.

30 Q C'est vous qui faites ces entrées là, à la fin
"possible employés a spindles hours," qu'est-ce que
veut dire? R Le possible des employés pour les
race pins, je prends les heures et je les multi-

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102. Les deux sont identiques à l'origine.

103. Les deux sont identiques.

104. Les deux sont identiques à l'origine.

105. Les deux sont identiques à l'origine.

106. Les deux sont identiques à l'origine.

107. Les deux sont identiques.

108. Les deux sont identiques à l'origine.

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129. Les deux sont identiques à l'origine.

130. Les deux sont identiques à l'origine.

131. Les deux sont identiques à l'origine.

132. Les deux sont identiques à l'origine.

3531

(C.A.GIRARD)

plie par le nombre de spindles, ça rapport avec le rapport de production.

Q Ceci se rapporte au rapport de la production?

R Oui, pour trouver le pourcentage de l'opération.

5

Q Alors vous trouvez pour les slubbers 143640, est-ce que ce sont des heures ça? R Oui.

Q Les heures possible? R D'après les employés.

Q Est-ce que ça se fait ou non ces heures là d'après vous? R Ca se fait.

10

Q "Interm", ça veut dire? R Intermédiaires.

Q 333197, ce sont les heures, pour tous les employés du département? R Oui.

Q Et les "speeders" 732752, dans cette quinzaine?

R C'est le nombre de spins.

15

Q Les heures "spins" pour les heures des employés?

R Oui.

Q C'est le nombre de spins combiné avec le nombre d'heures? R Oui.

20

Q Quelle relation y a-t-il entre cette entrée des slubbers et celle là de \$ 83764 livres? R Ca pas de rapport.

Q C'est quoi 83764? R C'est la production totale des slubbers.

Q C'est ce qui s'est fait véritablement à .0430 cts? R Oui.

25

Q \$36.00 veut dire quoi? R Le total gagné sur les slubbers, le total d'argent.

Q C'est tout ce qu'ils ont gagné les slubbers \$36.00? R Oui.

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Q Les intermédiaires sont 153402, ce sont des livres? R Oui.

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(C.A.GIRARD)

Q Ils ont gagné \$74.85? R Oui.

Q Et les speeders ont 108333? R Oui.

Q Ils ont gagné \$132.00 tous ensemble? R Oui.

Q M.Y, "mot yarn" 10481, livres, total \$8.20?

R Oui.

PAR MIRE HEWARD.

Q "Slubbers" c'est une sorte de machine? R Oui.

R Pas des employés? R Non.

Q Et aussi les "speeders intermedietes" ce sont des machines? R Oui, monsieur.

ET LE DIT TEMOIN NE DIT RIEN DE PLUS.

-O-O-O-O-O-O-O-O-O-

Advenant 5 heures P.M. 6 mai 1936.

l'enquête est ajournée à 10 heures A.M.

jeudi 7 mai 1936.

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ROYAL COMMISSION ON THE TEXTILE INDUSTRY

HON. MR. JUSTICE W.F.A. TURGEON,

Commissioner,

A.S. Whiteley, Secretary,

T W E N T Y - S E V E N T H D A Y

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THE CANADIAN PACIFIC RAILWAY

THE CANADIAN PACIFIC RAILWAY

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ROYAL COMMISSION ON THE TEXTILE INDUSTRY

HON. MR. JUSTICE W.F.A. TURGEON,

Commissioner,

A. S. Whiteley, Secretary,

A p p e a r a n c e s:J.C. McRuer, K.C. and)
E. Beauregard, K.C.) Commission Counsel,J.P. Lanctot, K.C. For Special Committee
of Primary Textile
Industries.C.G. Heward, K.C.,)
Aime Geoffrion, K.C.,)
and) For Dominion Textile Co.
C.T. Ballantyne,)

S.G. Dixon, K.C., For Courtaulds Limited,

L.A. Forsyth, K.C. For Canadian Celanese Ltd.
and Canadian Silk Products
Limited.

-- oOo --

Quebec, P.Que.
May 7th, 1936.

-- On resuming at 10 o'clock A.M.

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THE COMMISSIONER: All right, Mr. McRuer.

MR. McRUER: I will call Mr. King.

WILLIAM KING, Sworn,

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EXAMINED BY MR. McRUER:

Q. Mr. King, are you connected with the Canadian
Textile Journal? A. Yes, I am.

15

Q. Yesterday, the Secretary of the Commission
sent a wire---

BY THE COMMISSIONER: Q. Pardon me a moment.
You say you are connected with ; in what capacity?

BY MR. McRUER: Q. In what capacity are you
connected with the Canadian Textile Journal?

20

A. As Managing Editor, as it states on the Editorial
page.

Q. Managing Editor? A. Yes.

25

Q. Yesterday, Mr. Whiteley, the Secretary of the
Commission, under direction of the Commissioner,
sent a telegram to Mr. E.S. Bates, asking him to appear
before the Commission this morning for the purpose
of putting before the Commission any facts relevant
to two articles that appear in the issue of the
Canadian Textile Journal of May 1st, 1936, on pages
17 and 18, and I believe Mr. Bates stated that you

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1911

-- on morning at 10 o'clock A.M.

Q. Now, Mr. Bryce, all right, Mr. Bryce?
A. Yes, I will call Mr. Bryce.

EXAMINED BY MR. BRYCE:

Q. Mr. Bryce, are you connected with the Canadian
Textile Journal?

A. Yes, I am.
Q. Yesterday, the secretary of the Commission
sent a wire---

Q. You say you are connected with it in what capacity?
A. Mr. Bryce: I. In what capacity are you

connected with the Canadian Textile Journal?
A. As Managing Editor, as it stands on the editorial
page.

Q. Managing Editor?
A. Yes.
Q. Yesterday, Mr. Whistley, the secretary of the

Commission, under direction of the Commission,
sent a telegram to Mr. E. W. Bates, asking him to appear
before the Commission this morning for the purpose
of putting before the Commission any facts relevant
to the charges that appear in the issue of the
Canadian Textile Journal of May 10, 1911, or any
other facts that Mr. Bates wished to put

3536

Wm. King,

were responsible for those articles? A. Yes.

I wrote the one on page 18, and Mr. Bates wrote the one on page 17, I think.

5 Q. Well, I do not think that that is according to Mr. Bates' telegram. Have you got Mr. Bates' telegram, Mr. Whiteley?

THE SECRETARY: No, I will have to get that, Mr. McRUER.

10 MR. McRUER: Will you please bring your telegram too, as well. I do not quite understand why Mr. Bates did not come himself if he is responsible for any one of the articles.

15 THE WITNESS: Here are the telegrams, Mr. McRuer.

BY MR. McRUER: Q. The telegram from Mr. Whiteley to Mr. Bates, is as follows:

"I am instructed by the Commissioner to request your attendance at the earliest date possible at the hearings of the Textile Commission in Quebec City to testify as to statements appearing in Textile Journal of May 1st on pages 17 and 18 stop if other persons connected with your journal are responsible for statements re Montmorency hearings or have knowledge of the facts on which the articles are based please arrange for their attendance at Quebec City Stop Please bring with you all correspondence telegrams or memoranda affecting the matter stop kindly wire if you will appear

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I have the honor to acknowledge the receipt of your letter of the 14th inst. in relation to the case of the late Mr. [Name] and Mr. [Name] who were charged with the murder of [Name] on the 14th inst. I am sorry to hear of the death of [Name] and hope that the investigation will bring to light the truth of the matter. I am sure that the public will be satisfied with the result of the inquiry. I am, Sir, very respectfully,
Yours truly,
Robt. Brydie
Chief of Police

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without a subpoena stop. It is desirable to have your evidence at the Quebec sittings which will conclude this week."

And the reply that came back reads as follows:

"Mr. King assistant editor and author of article page eighteen May first issue will be in Quebec tomorrow Thursday morning ready to testify on matters referred to in your telegram today's date Stop Please wire this afternoon advising whether Mr. King should delay visit for appearance before Commission Friday or Saturday."

Now, can you tell me why Mr. Bates did not come himself if he is responsible for one of these articles?

A. Well, when we got our telegram we discussed the matter, and, of course, we understood that I had written the article which appears on page eighteen. That is the long, descriptive article.

Q. Yes? A. And Mr. Bates, as the Editor and Publisher, took the material in this article and from it wrote the short editorial that appears on page seventeen.

Q. The most offensive one? A. Well, that is a matter of opinion.

Q. Yes. A. But we thought, that since I had written this article which gives all the information which went to make up his comment and information contained on page seventeen, it might be

3537

Mr. King

without a response: it is desirable to have
your evidence at the scheduled sitting which
will conclude this week.
And the reply that came back reads as follows:
"Mr. King assistant editor and author of
article page eighteen day first issue will
be in office tomorrow Thursday morning ready
to testify on matters referred to in your
telegram today's date. Day please wire this
afternoon advising whether Mr. King should
delay visit for appearance before Commission
Friday or Saturday."
Now, can you tell me why Mr. Bates did not come
himself if he is responsible for one of these articles
A. Well, when we got our telegram we discussed the
matter, and, of course, we understood that I had
written the article which appears on page eighteen.
That is the long, descriptive article.
Q. Yes?
A. And Mr. Bates, as the editor
and publisher, took the material in this article
and from it wrote the short editorial that appears
on page seventeen.
Q. The most offensive ones?
A. Well, that is
a matter of opinion.
Q. Yes.
A. But we thought, that since I
had written this article which gives all the infor-
mation which was in the report, it might be
action contained on page seventeen, it might be

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better that I should come, and, if necessary, you
can have Mr. Bates later, at any time that suits you.

Q. I am sorry to inconvenience you but I think
I shall, with the Commissioner's permission, delay
my examination of you until Mr. Bates arrives,
because I do not care, after having invited Mr. Bates
to come, to proceed with your examination until he
arrives, under those circumstances.

THE COMMISSIONER: What are the statements
you object to, Mr. McRuer?

MR. McRUER: Page seventeen is the editorial,
my lord.

THE COMMISSIONER: I understand that he wrote
the article that appears on page eighteen.

MR. McRUER: Yes, my lord.

THE COMMISSIONER: What is on page 18, Mr. McRuer,
that this witness is here to testify to?

MR. McRUER: Page 18 is an article headed:

"The Textile Investigation. Wages rates and
working conditions. Commissioner Turgeon
hearing evidence on Quebec Textile Mill practices."

And it goes on with a sort of resume of the evidence,
and the following statement appears in the first
paragraph:

"The sittings of the Commission resumed at Quebec
on Tuesday of last week to investigate wages
and working conditions at the Montmorency branch
of Dominion Textile Co. Limited, continuing for
four days,--

3038

Mr. King

better last I should say, and, if necessary, you
can have Mr. Jones later, at any time that suits you.
I am sorry to inconvenience you but I think
I shall, with the Commissioner's permission, do
my examination of you next Mr. Jones arrives,
because I do not care, after having invited Mr. Jones
to come, to proceed with your examination until he
arrives.
The Commissioner has also the statements
you object to, Mr. Jones?
Mr. Jones: Page seventeen is the editorial,
my Lord.
The Commissioner: I understand that he wrote
the article that appears on page sixteen.
Mr. Jones: Yes, my Lord.
The Commissioner: That is on page 18, Mr. Jones.
That this witness is here to testify to?
Mr. Jones: Page 18 is an article headed:
"The Textile Investigation." Pages sixteen and
seventeen contain working conditions.
bearing evidence on "how textile will produce."
and it goes on with a sort of resume of the evidence,
and the following paragraph is the first:
"The situation of the Commission resumed at Quebec
on Tuesday of last week to investigate the
and working conditions at the manufacturing branch
of the textile industry."

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THE COMMISSIONER: You need not read the whole of the article, Mr. McRuer, because you read them yesterday; but what are the objections?

5 MR. McRUER: Well, my lord, one of the statements in this article is that:

".....continuing for four days during which some 30 discontented and hand-picked employees of the plant, out of a total of 1790 employees, were examined."

10 and then further down, my lord,-

"As the witnesses were especially selected from the mill employees, much of the evidence regarding wages and working conditions is entitled to little consideration as representative of general conditions in the plant."

15 And some other general statements about general conditions in the plant. But, what I regard as the really offensive article in regard to statements about Mr. Beauregard's conduct, appears in the editorial.

20 THE COMMISSIONER: That is the editorial, is it not?

MR. McRUER: No, my lord. This is a sort of resume written by Mr. King.

25 THE COMMISSIONER: What you have just read is what Mr. King says?

MR. McRUER: Yes, my lord.

30 THE COMMISSIONER: What I wanted to hear is what the editorial says, on page 17.

...et al. 1978

MR. McRUER: Yes, my lord.

THE COMMISSIONER: I mean, just the objectionable part which you think Mr. Bates can testify to.

MR. McRUER: Here it is, my lord:

"For Commission Counsel to obtain evidence from

some 30 discontented mill operatives and to

suggest that such evidence is typical of working

conditions in the plant is absolutely contrary

to fact. The company has a total of 1792

employees on its payroll at Montmorency from whom

these few were carefully selected to testify as

to wages and working conditions. In no case did

the testimony reveal any infringement of what

are recognized in Quebec industry as fair

wage rates and working conditions. It should be

borne in mind that the witnesses heard by the

Commission were especially selected by Commission

Counsel presumably on advice."

Mr. Bates is the man who takes the responsibility for making that statement.

THE WITNESS: Might I suggest, Mr. McRuer, that the sense of the editorial is contained in this longer article.

MR. McRUER: Well, whatever the sense or nonsense of it is, I do not feel that I can examine you on Mr. Bates' conclusions or statements of fact; and I do not think Mr. Bates, in reply to the Secretary's telegram, ought to have sent some other person to

3340
Mr. King

Yes, my lord.

THE COURT: I want, just the objectionable
part which you think Mr. Bates can testify to.

MR. BRYDIE: Here it is, my lord:

"For Commission Counsel to obtain evidence from

some 33 disconnected mill operatives and to

suggest that such evidence is typical of working

conditions in the plant is absolutely contrary

to fact. The company has a total of 1428

employees on its payroll at Montserrat from whom

these few were carefully selected to testify as

to wages and working conditions. In no case did

the testimony reveal any intimation of what

was recognized in these industry as fair

wages rates and working conditions. It should be

borne in mind that the witnesses heard by the

Commission were especially selected by Commission

to present a false picture.

Mr. Bates is the man who takes the responsibility for

the false picture.

THE COURT: I want, just the objectionable

part of the editorial is contained in this passage

... self, and never the source or character

of it is, I do not feel that I can examine you on

the basis of statements or statements of fact; and I

will think Mr. Bates, in reply to the Commission's

request, will have sent some other person to

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testify to the article. I certainly was under the impression that he was sending the man who had written the article.

5 THE WITNESS: Perhaps I might explain the procedure followed in these cases, Mr. McRuer:

An article is written according to information obtained from some source or another, and from that article THE Editor obtains his information, my lord, and writes his editorials. So if Mr. Bates is brought here to testify, it will mean that he will have to refer back to this general article the information for which, of course, I obtained.

15 MR. McRUER: But you see my point. I want Mr. Bates to come here either to back up his statements of fact, or withdraw them.

THE WITNESS: Well, I have the authority to do that, of course.

20 MR. McRUER: I know, but I don't think that we can--

THE WITNESS: Complete authority to do that.

25 MR. McRUER: As far as I am concerned, I do not think it is an authority that can be very well delegated by the man who has made these statements.

30 THE WITNESS: If Mr. Bates comes here, my lord, he will just have to refer back to the author of this article, that is all; he won't be able to testify on any other point.

MR. McRUER: Well, I will leave that to your

W. King 3041

testify to the article. I certainly was under the
impression that he was sending the man who had written
the article.

THE EDITOR: Perhaps I might explain the
programme followed in these cases, Mr. McGraw:

An article is written according to the information obtained
from some source or another, and from that article
the Editor obtains his information, my friend, and

writes his editorial. As it is, when he brings me
to testify, it will mean that he will have to refer

back to this general article the information for which
he comes, I obtained.

MR. McGRAW: But you are my object. I want
Mr. McGraw to come here either to back up his story or

to say, in plain words,
THE EDITOR: Well, I have the authority to do

that, my friend.
MR. McGRAW: I know, but I don't think it is

the purpose. Complete authority to do that.

MR. McGRAW: As far as I am concerned, I do not
think it is an authority that can be with well

the purpose of the man who has written the article.
MR. McGRAW: If Mr. McGraw comes here, my friend,

he will just have to refer back to the author of
this article, that is all; he won't be able to testify

on any other point.
MR. McGRAW: Well, I will leave that to you.

lordship.

THE COMMISSIONER: It seems to me that is where the unfortunate part of this incident comes in, - that whoever wrote this editorial took it upon himself to comment on matter that is being investigated, and during the course of the investigation, and to pass judgment in advance of the facts being tried which may, of course, have been due to an ignorance of such things; but, in any event, it is quite an improper procedure. Some day there will be a report. When that report comes out well, then, editors can take it and go right to it and nobody will be hurt, I least of all. But I may say that it is my duty to see that this investigation is conducted properly, and that due propriety is observed by those who conduct newspapers, whether general newspapers or of a special kind such as this Canadian Textile Journal.

There is no question whatsoever, that when Mr. McRuer made the application to me yesterday the person he wanted here was the person who undertook to write that editorial, and he is not here. Now this gentleman comes and says that he supplied the facts on which the editorial was written. That is what you say, is it not?

THE WITNESS: Yes, my lord.

THE COMMISSIONER: I think you had better hear him, Mr. McRuer, as to the facts, and when that is through then we will consider whether we should bring

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... It seems to me that is
... the importance of this incident comes in,
... and however wide this editorial work is seen almost
... to comment on a fact that is being investigated, and
... during the course of the investigation, and so on
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... and, of course, have been one to an ignorance of such
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... procedure. Some say there will be a report. And
... that report comes out well, then, editors can know
... it and go right to it and nobody will be hurt, I
... least of all. But I say that it is my duty to
... see that this investigation is conducted properly,
... and that the property is recovered by those who
... without delay, and in their general newspapers
... of a special kind seen as this condition exists, I want
... There is no question of it, I want to say.
... matter with the application to me yesterday and
... question he raised here and the papers and the
... to write that editorial, and he is not alone.
... say this gentleman comes and says that he expects
... the facts on which the editorial was written. This
... it was not, I think, the
... and I think you had better
... and, of course, as to the action, and what is
... enough then to still consider whether or not this

Mr. Bates here. While Mr. King is still here, I think you had better hear from him as to what he knows about these facts.

5 BY MR. McRUER: Q. Mr. King, in this editorial Mr. Bates makes this statement:

"For Commission Counsel to obtain evidence from some 30 discontented mill operatives and to suggest that such evidence is typical of working conditions in the plant is absolutely 10 contrary to facts."

On what facts did you have in your possession, that these statements of these witnesses were absolutely 15 contrary to facts -- A. Well, we had in our possession the fact that the Montmorency plant on a certain date, I think in April, employed 1792 operatives.

Q. Yes. Who had given you that information?

18 A. I got that information from Mr. Gordon of the Dominion Textile Company.

Q. Did you have a conference with Mr. Gordon before your article was written? A. Yes.

Q. So would it be fair to say, that Mr. Gordon inspired this article? A. It would be grossly 25 unfair to suggest it.

Q. You went to Mr. Gordon. Did you have an interview in regard to what subject matter was being investigated here? A. Yes.

30 Q. With the intention that you would write a newspaper article on the subject matter that was being

So would it be fair to say, that the Boston

...to suggest it.

investigated? A. Yes.

Q. That is correct? A. Yes.

5 Q. And having gone to Mr. Gordon, you asked him for statements of fact that had not been given in evidence under oath in the witness box? A. No.

10 Q. Well, they had not been given in evidence under oath in the witness box? A. Well, I presume that you are aware that the number of employees in the Montmorency plant had been given before this Commission.

15 Q. I see. You were asking Mr. Gordon to give you statements of fact concerning the Montmorency plant which had not been given in evidence under oath in the Witness box? A. I don't think so, Mr. McRuer. What I did was this, which is usual in such cases, that is, if an event of interest takes place in the industry I usually see the man who can give me the best information regarding it, and from that information I prepare my article.

20 Q. Now, what did you do in this instance. Why did you go to Mr. Gordon? Why did you not write an article on the evidence that had been given in the witness box? A. Well, our issue appeared on May 1st.

25 Q. Yes? A. And I saw Mr. Gordon on April 27th. I telephoned to him.

30 Q. April 27th? A. Yes.

Q. That was? A. On a Monday.

... Yes.

... Yes.

... Yes.

... Yes.

... Yes.

... Yes.

... Yes.

... Yes.

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... Yes.

... Yes.

... Yes.

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... Yes.

... Yes.

... Yes.

... Yes.

... Yes.

Q. On a Monday? A. Yes.

Q. There was the Commission sitting that day?

A. I believe the Commission --

5 Q. At Montmagny? A. I believe the Commission had adjourned over the Monday and Tuesday, and sat later in Montmagny, if I remember right.

THE COMMISSIONER: The Commission sat on Monday, the 27th, at Montmagny.

10 BY MR. MORRIS: Yes. So you saw Mr. Gordon on Monday, and what took place between you and Mr. Gordon?

A. Well, first of all, I telephoned him and said that I would like some information regarding the hearings before the Textile Royal Commission.

15 Q. Yes? A. And had he any information, and he said Yes, I have, I have the verbatim report of the proceedings.

20 Q. Yes? A. Covering the 21st, 22nd, 23rd and 24th, - at least three days of your proceedings.

Q. Yes? A. And he said he had the verbatim reports and if I wished to see them I could. So I went down and saw Mr. Gordon, and the interview lasted I think, perhaps, 10 minutes.

25 Q. Yes? A. He took out his reports of the proceedings and said, "Here they are," and I went through them, just hurriedly; it did not take me more than a minute, just to see the number of witnesses.

30 Q. Not more than a minute? A. No, not more than a minute.

Q. Where was the Commission sitting that day?

A. I believe the Commission --

Q. At New Brunswick?

A. The Commission had adjourned over the Monday and Tuesday.

Q. And sat later in Wednesday, if I remember right.

A. Yes, the Commission sat on Wednesday.

Q. Now, Mr. King, you say that on Monday,

BY MR. McNEIL: Yes, no you saw Mr. McNeil

on Monday, and what took place between you and Mr. McNeil

A. Well, first of all, I telephoned him and said that

I would like some information regarding the hearings

before the Textile Royal Commission.

Q. Yes, and had he any information, and he

said yes, I have, I have the verbatim report of the

hearings.

A. Yes, covering the 21st, 22nd, 23rd and

24th, - at least three days of your proceedings.

Q. Yes, and he said he had the verbatim

report, and he said he would send it to you.

A. Yes, and saw Mr. McNeil, and the interview lasted

I think, perhaps, 10 minutes.

Q. Yes, he took out his copies of

the report, and said, "Here they are," and I took

them through there, just hurriedly; he did not take me more

than a minute, I think, to see the report.

Q. Now, Mr. King, you say that on Monday,

and a minute.

Q. Did you not take it away with you? A. Yes,

I will tell you in a moment. And then I asked

Mr. Gordon for a resume of what had taken place,

which he gave.

Q. What did he tell you? A. Who told you that

30 witnesses had been carefully selected by Mr.

Beauregard with "selected" in italics? A. Yes.

Well, I am coming to that.

Q. Who told you that? A. Nobody.

Q. Nobody? A. No. I made that observation
to Mr. Gordon.

Q. You made it? What did you say to Mr. Gordon?

A. Well, I asked him the number of employees in the
plant, first of all, and he told me he had a slip
there, and he told me --

Q. He told you what? A. The number of employ-
ees in the plant.

Q. What did he tell you? A. I think he told
me 1792 at a certain date in April, and then I said,
it seems to me that these witnesses, these 30
witnesses have been hand-picked because their testimony
is not representative of the general conditions.

Q. You said that to Mr. Gordon? A. Yes.

Q. Why did you say that? A. Well, because
I have written a considerable amount of material
on the Textile Industry in the last five years.

Q. Did Mr. Gordon agree with you? A. Mr. Gordon
did not make any comment. He just pointed to the

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Q. Did you not take it away from you?

A. I will tell you in a moment. And then I asked

Mr. Gordon for a number of what had taken place,

which he gave.

Q. What did he tell you?

A. Witness had been carefully selected by Mr.

Heunigand with "collected" in Italian?

A. Well, I am coming to that.

Q. Who told you that?

A. Nobody.

Q. No. I made that clear with

to Mr. Gordon.

Q. You made it?

A. Well, I asked him the number of and others in the

plant, times of all, and he told me he had a slip

there, and he told me --

Q. He told you that?

A. Yes in the plant.

Q. What did he tell you?

A. I think he told me I was at a certain case in April, and then I said,

it seems to me that these witnesses, these 30 =

witnesses have been hand-picked because they are to be

is not representative of the general population.

Q. You said that to Mr. Gordon?

A. Yes.

Q. Why did you say that?

A. Well, because

I have written a considerable amount of material

on the relative industry in the last five years.

Q. Did Mr. Gordon agree with you?

A. Mr. Gordon

did not make any comment. He just pointed to the

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evidence, and I did not discuss the matter further.

I had the evidence there and I had the newspaper reports, and my own general knowledge of textile conditions.

5 Q. So from that statement you undertook to say, or Mr. Bates undertook to say that Counsel had carefully selected those witnesses to testify as to wages and working conditions; it was you who had taken the initiative in this, that he had carefully selected people who would testify to things that were not true?

10 A. Well, not that were not true, Mr. McRuer.

Q. Well, that were not representative of conditions in the mill? A. Quite.

15 Q. That Mr. Beauregard had carefully selected people who would testify as to wages and working conditions, witnesses who were not giving evidence of representative conditions. That is what you meant the public to believe by that? A. Yes.

20 We believed that the testimony of the 30 witnesses was not representative of conditions under which 1792 workers were engaged.

Q. I am going further than that; they were selected by Mr. Beauregard purposely for that purpose?

25 A. Well, we do not suggest that in our articles.

Q. Well why, in the editorial, have the word "selected" in italics? A. Well, I have

30 followed the investigation, my lord, as far as I has gone, and I know, along general lines, that

witnesses have not been selected by Company officials,

Mr. King

evidence, and I did not discuss the matter further.

I had the evidence there and I had the no other report

and my own general knowledge of the conditions.

Q. So from that statement you understand to say

or Mr. Bates undertook to say that Counsel had

carefully selected these witnesses to testify as to

wages and working conditions; is that what you had seen

the initiative in this, that he had carefully selected

people who would testify to things that were not true

A. Well, not that were not true, Mr. Robert.

Q. Well, that were not representative of con-

ditions in the mill?

A. That Mr. Baumgard had carefully selected

people who would testify as to wages and working

conditions, witnesses who were not giving evidence

of representative conditions. That is what you

meant the public to believe by that?

A. Yes.

Q. Well, that the testimony of the 30 witnesses

was not representative of conditions under which

the public was working.

Q. I am going to ask you to read the article

selected by Mr. Baumgard purposely for that purpose

A. Well, we do not suggest that in our articles.

Q. Well, in the editorial, and the word

"selected" in italics?

A. Well, I have

followed the largest edition, my lord, as far as I

know, and I know, along General lines, that

but that witnesses have been selected by Commission Counsel.

Q. Well, you would not expect Commission Counsel to ask Company officials to pick out the witnesses who should come here to testify? A. Not at all.

Q. Well then, why have the word "selected" put in italics in the editorial? A. Well, because that is just what they are.

Q. Why could you not say they were subpoenaed by Crown Counsel? A. Yes, that is equally true.

Q. Do you really believe that any one reading this article, with the word "selected" in italics, would not take from the article that Crown Counsel had picked out people who were going to come here and tell about conditions, knowing that they were not representative of the conditions? A. We were not imputing to the Commission, Mr. McRuer, any ulterior motive. We were saying that the witnesses were selected by Commission Counsel, and the whole point, as far as we are concerned is, whether the testimony of these witnesses is representative of general conditions at the plant.

Q. Why cannot you leave that to the Commission to decide that before all the evidence is in, or before the Company has given any evidence?

A. Well, Mr. McRuer, I happen to know about wage rates at the plant, and in the industry, over a period of four or five years.

but that witnesses have been selected by Commission

Q. Well, you would not expect Commission Counsel

to ask Company officials to pick out the witnesses

and should come here to testify? A. Not at all.

Q. Well then, why have the word "selected"

put in italics in the statement? A. Well,

because that is just what they are.

Q. Why could you not say they were subpoenaed

by Crown Counsel? A. Yes, that is equally true.

Q. Do you really believe that any one reading

this article, with the word "selected" in italics,

would not take from the article that Crown Counsel

had picked out people who were going to come here

and tell about conditions, knowing that they were

not representative of the conditions? A. No more

not referring to the Commission, Mr. Herbert, any

are selected by Commission Counsel, and the whole

point, as far as we are concerned is, whether the

testimony of these witnesses is representative of

actual conditions at the point.

Q. Why cannot you leave that to the Commission

to decide that before all the evidence is in,

or before the Company has given any evidence?

Q. Well, Mr. Herbert, I think it is very clear that

at the point, and in the industry, over a period

3549

Wm. King

Q. What do you know about wage rates in the plant??

A. Well, this, my lord, is the manual of the Textile Industry in Canada, the 1935 edition.

5 . And do you know whether the information in there is truthful or not? A. Yes.

. How do you know? A. Because most of it was prepared by the auditors who supplied information to the Royal Commission on Price Spreads.

10 Q. Yes, but do you know whether that was given to them accurately or not? A. Well, they had other evidence in support.

15 Q. Well, do you realise that this Commission is engaged in the very work that you are purporting to give judgment on? A. We are not purporting to give judgment, Mr. McRuer. That is outside our province altogether.

20 Q. You say that this evidence is not worthy of any consideration? A. As representative of general conditions.

25 Q. Well, why are you giving that judgment? Why not leave it to the Commissioner to deal with in his report? A. We have no doubt at all as to your ability, or the Commissioner's ability, to sift the evidence and arrive at satisfactory conclusions, and we do not impute to you, Mr. McRuer, or Mr. Beauregard, any ulterior motives.

30 Q. Do you realise that if every newspaper in Canada was permitted to make those findings as the

Q. Now do you know about what was in the
of the Textile Industry in Canada, the 1933 edition.
A. And do you know whether the information in
there is truthful or not?
Q. How do you know?
A. Because most of it was
prepared by the auditors who supplied information
to the Royal Commission on Price Controls.
Q. Yes, but do you know whether this was given to
them accurately or not?
A. Well, they had
other evidence in support.
Q. Well, do you realize that this Commission
is engaged in the very work that you are purporting to
give judgment on?
A. I am not purporting to
give judgment, Mr. Auditor. That is outside my
province altogether.
Q. You say that this evidence is not worthy
of any consideration?
A. As representative of
Q. Well, are you giving that judgment?
Q. I have it to the Commission to deal with in
his report?
A. I have no doubt at all as to
your ability, or the Commission's ability, to sift
the evidence and arrive at satisfactory conclusions,
and as to not going to you, Mr. Auditor, or Mr.
Commissioner, any other motives.
Q. Do you realize that it was necessary in
your report to make these findings as the

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thing goes along, then no commission could function properly and fearlessly? A. I do.

Q. Well then, why do you regard that your paper is privileged over all others? A. It is not

privileged over all others. In one instance what we say is that the testimony of 30 witnesses is not evidence of representative conditions in the plant, and our common sense tells us that it might not be.

On the other hand other newspapers, the reputable newspapers, publish the testimony of certain witnesses and lead the general public to believe that this testimony is representative of general conditions.

We get misrepresentations on the one hand from reputable newspapers, and on the other hand we get a journal which is trying to voice the views of the industry, which makes a suggestion that general conditions must be considered. We believe that most sincerely because of the material that we have already published over the last five years.

Q. Well now, Mr. King, will you answer this question: Why did you not state in your article that the Commission counsel was calling the men from the Company who could answer these charges, and had called a great many of them, and propose to call for more? It was in the evidence that Mr. Gordon showed you; it was stated there; why did you not make that clear to the public? A. I did not see it in the evidence for one thing.

thing goes along, then no commission could function
properly and fearlessly?
A. I do.

Well then, why do you regard that your paper
is privileged over all others?
A. It is not
privileged over all others. In the instance that

we say is that the testimony of 30 witnesses is
not a license of representative conditions in the place
and our common sense tells us that it might not be.

On the other hand other newspapers, the reputable
newspapers, publish the testimony of certain witnesses
and lead the general public to believe that this
testimony is representative of general conditions.

We get misrepresentations on the one hand from reputable
newspapers, and on the other hand we get a journal
which is trying to voice the views of the industry,
which makes a suggestion that general conditions must
be considered. We believe that most sincerely

because of the material that we have already published
over the last five years.

Well now, Mr. Brydie, will you answer this
question: Why did you not state in your article
that the Commission counsel was calling the men from
a Germany who could answer these charges, and
had called a great many of them, and propose to call
for more? It was in the evidence that Mr. Gordon
asked you; it was stated there; why did you not
call for more to the public?
A. I did not see it

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Q. You did not look for it? A. Yes, I did,
but I did not see it.

Q. You did not see the Commissioner's direction
in it, that all those who could answer the statements
of employees should be called before the Commission?

MR. GORDON: I only gave him the first few days,
Mr. McRuer.

BY MR. McRUER: Q. Then Mr. Gordon did not give
you that part of it, nor did Mr. Gordon say to you
Oh, well, they are going to call the rest.

MR. GEOFFRION: Where is that?

MR. McRUER: You know perfectly well that the
Commission directed that they be called.

MR. GEOFFRION: We will have to call those that
you are not calling.

MR. McRUER: I do not know why my friend should
get so exercised about Mr. King's position.

MR. GEOFFRION: I am not exercised about his
position at all.

THE WITNESS: Mr. McRuer, we merely suggested
that this evidence of the 30 witnesses was not
representative of the general conditions and it must
be taken in relation to the entire plant.

BY MR. McRUER: Q. That is not what you said?
A. We said it was not representative of general
conditions at the plant.

Q. You accused Counsel of selecting witnesses,
and you put the word "selected" in italics?

Mr. King

1831

Q. You did not look for it?

A. I did not see it.

Q. You did not see the Commercial's direction

in it, that all those who could answer the statements
of employees should be called before the Commission?

A. Yes, I only saw in the first two days.

Q. You saw it in the first two days?

A. Yes, I saw it in the first two days.

Q. Well, they are going to call the rest.

A. Yes, I saw it in the first two days.

Q. You saw it in the first two days?

A. Yes, I saw it in the first two days.

Q. You saw it in the first two days?

A. Yes, I saw it in the first two days.

Q. You saw it in the first two days?

A. Yes, I saw it in the first two days.

Q. You saw it in the first two days?

A. Yes, I saw it in the first two days.

Q. You saw it in the first two days?

A. Yes, I saw it in the first two days.

Q. You saw it in the first two days?

A. Yes, I saw it in the first two days.

Q. You saw it in the first two days?

A. Yes, I saw it in the first two days.

Q. You saw it in the first two days?

A. Yes, I saw it in the first two days.

Q. You saw it in the first two days?

A. No, I don't think we could take that out of it.

Q. You could have said "subpoenaed" the witnesses. But why put the word "selected" in italics, answer that question. A. Because they were selected.

Q. Oh, well, that is nonsense. Why not put the whole article in italics? A. Well, we have done that at times.

Q. Why put the one word "selected" in italics? A. I would not suggest that you impute to us motives which we did not have. We merely said "Selected".

Q. Well now you use the words "especially selected". What do you mean by "especially selected"? A. Well, we assumed that, as a commission having extremely wide powers, you had the privilege of inspecting payrolls.

Q. Did you know that we were doing it? A. We assumed you were doing it.

Q. You assumed we were doing it, but did you know that we were doing it? A. Not definitely.

Q. Did you not read the evidence? Have you read the evidence, my examination of Mr. Holiday, where I was going over the payrolls with him, and where we were calling for all the detailed information we could get from the plant officials as to wage conditions; did you not now that? A. Yes, I remembered that at Sherbrooke.

Q. You heard us doing it in Sherbrooke yourself?

A. No, I don't think we could take that out of it.

Q. You would have said "unproven" the

minutes. But why put the word "unproven" in

there?

A. Well, that is because, why not

put the whole article in italics? A. Well, we have

done that at times.

Q. Why put the one word "unproven" in italics?

A. I would not suggest that you figure to us motives

which we did not have. So merely said "unproven".

Q. Tell me now you use the word "unproven" in italics?

A. Yes, you mean by "unproven" in italics?

A. Well, we assumed that, as a conclusion having

extremely wide powers, you had the privilege of inspect-

ing papers.

Q. Did you know that we were doing it? A. No

assumed you were doing it.

Q. You assumed we were doing it, but did you know

that we were doing it? A. Not definitely.

Q. Did you not read the evidence? Have you read

the evidence, my examination of Mr. Kelly, where I

was going over the papers with him, and where we were

called in by the court to examine the papers?

A. Yes, I remember that.

Q. You remember that?

A. Yes.

Q. The fact we said it in italics?

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A. I heard you doing it in regard to the Sherbrooke plant.

Q. Did you not know that we were doing it here?

A. No, I did not.

Q. Did you not see it in the evidence here?

A. I did not know you had the records here.

Q. Well, why should you undertake to write an article in which you condemn the commission in all its work nearly without knowledge of what you were talking about.

A. Well, we cannot agree that the article condemns the Commission, Mr. McQuar, at all.

Q. But you say:

"As the witnesses were especially selected from the mill employees, much of the evidence regarding wages and working conditions is entitled to little consideration as representative of general conditions in the plant."

Q. Why are you entitled to say that the evidence of these witnesses is entitled to little consideration?

A. Because of our experience in the industry.

Q. Well, do you think that you are entitled because of your previous experience in the industry to state that the evidence of these witnesses is not entitled to consideration in this inquiry?

A. Oh, no. We do not draw to ourselves those powers. We only make what we consider to be fair comment, and if the Commissioner rules it was not fair comment we will be glad to withdraw it decidedly.

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1912

A. I found you doing it in regard to the business
plant.

Q. Did you not know that you were doing it at
all, I did not.

A. Did you not see it in the evidence here?
I did not know you and the machine here.

Q. Well, why should you enter into it
an article in which you would see something in all

the work which would have been of some value
to the plant.

A. Well, we cannot agree that
the article concerns the business, Mr. Justice, we can.

Q. But you say
the two witnesses were separately interviewed

from the first witness, each at the residence
regarding the machine and the machine is

entitled to little consideration as to the
of general conditions in the plant.

Q. Why are you entitled to say that the evidence of these
two witnesses is entitled to little consideration?

A. Because of the experience in the industry.
Q. Well, you say that you are entitled to

consider of your previous experience in the industry
to agree that the evidence of these witnesses is

not entitled to consideration in this in any
way, but you say that you are entitled to

consider of your previous experience in the industry
to agree that the evidence of these witnesses is

Q. You are not prepared to withdraw it unless there is such a ruling? A. Well, I think we might have a ruling from his lordship as to whether or not it was fair comment, that is, as to the testimony of these 30 witnesses having to do with general working conditions in the plant.

Q. What do you desire to say now in regard to Mr. Beauregard's conduct in summoning witnesses from the employees of the Company to give evidence here? have you any statement you desire to make? A. No statement, except to repeat that I have said previously, that Commission counsel generally have had the privilege of selecting witnesses from the plant; you must have taken the initiative.

Q. So that you have no withdrawal to make in regard to this editorial; you are not authorized by Mr. Bates to make any withdrawal? A. I am authorized to make the withdrawal if you consider that our statements in the article of the editorial reflect upon the integrity of yourself or Mr. Beauregard.

Q. I want to know howfar you and Mr. Bates consider the matter, in your own judgment. I can tell you on behalf of myself - and I think Mr. Beauregard too, - that we are not the slightest bit concerned what either you or Mr. Bates think of our conduct. A. No doubt. There is no reason why you should be.

Q. No, I don't think there is the slightest.

... You are not prepared to withdraw it unless

the 3 is such a reality. ... I think as I am

have a ruling from his lordship as to whether or not

it was this amount, that is, as to the liability

of these 30 witnesses having to do with material

nothing was done in the place.

... What is your answer to my question regarding to

... I am not sure of the answer.

From the evidence of the company it gives evidence that

have you any statement from the directors to that effect?

statement, except to say that I have said, however

that the directors would not say that they have said

it is a matter of fact that the directors have said that

you must have been told that they have said that

... I am not sure of the answer.

in regard to this statement, but I am not sure of the answer.

of it. Does anyone say anything?

authorized to make the statement if you want to

that our statement is in the middle of the statement

the fact that the statement of the company is in the middle

... I am not sure of the answer.

consider the matter, but I am not sure of the answer.

tell you on behalf of the company - and I think so.

... I am not sure of the answer.

... I am not sure of the answer.

... I am not sure of the answer.

... I am not sure of the answer.

... I am not sure of the answer.

3555

Wm. King

A. That I said, Mr. McRuer, was that we thought it was fair comment, but if the Commissioner decides it was unfair comment then we are quite prepared to withdraw it.

Q. I see. But you had no facts, actual facts about the working conditions at this plant in your possession? A. Yes, I have them here.

Q. Where did these come from? A. Some of the figures were obtained from the Dominion Textile Company, some obtained from the Price Spreads Commission, and some from the Tariff Board.

(Page 3560 follows)

Q. What I said, Mr. Bradie, was that we thought it
was fair comment, but if the Commissioner decides
it was unfair comment then we will be obliged to
withdraw it.

A. I see. But you had no facts, actual facts
about the working conditions at this plant in your
possession?

A. Yes, I have them here.
Where did these come from?
The figures were obtained from the Dominion Textile
Company, some obtained from the three plants
Commission, and some from the "Daily Worker".

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Q. You are undertaking to make statements as a fact from a document that your journal itself had prepared? A. No, no; there is a statement from the Tariff Board, for instance, and one from the Price Spreads Commission and another statement we had on wages of the Dominion Textile Company.

Q. We will be glad to receive those statements and cross-examine the witnesses. You quite realize that until the evidence is given in the witness box the Commission cannot give it much credence?

A. No.

Q. You quite realize that as far as your own personal experience is concerned we are taking the greatest pains to get an accurate statement of wage rates by producing the pay rolls? I have had the pay rolls here from the very first day. Does that change your attitude at all? A. We don't doubt that at all, Mr. McRuer; we don't doubt that you are trying to get the facts out. All we did was to make a fair comment and say we did not think the testimony of those 30 witnesses was representative of general conditions. On the basis of common sense I would say so now. On the other hand if it reflects unfairly on the Commission, which we don't want to do, we will withdraw the statements.

Q. Why did you say in this editorial "it should be borne in mind that the witnesses heard by the Commission were especially selected by Commission counsel presumably on advice"? A. Presumably on advice, well --

Q. You are unwilling to make statements as to
test from a document that your Journal himself had
prepared?
A. No, no; there is a statement
from the Textile Board, for instance, and one from
the Textile Board, and one from the Textile Board.
and on pages of the Textile Board Company.
Q. It will be fine to receive these statements
and cross-examine the witnesses. You will be fine
that until the evidence is given in the witness box
the Commission cannot give it much credence?
A. Yes.
Q. You will be willing that on that point you
personal experience is concerned we are taking the
greatest pains to get an accurate statement of what
was by producing the new policy. I have had the
pay rolls here from the very first day.
A. Yes, I will change your estimate at all.
about that at all. Mr. McNair; we don't doubt that
you are trying to get the facts out. All we are
was to make a fair comment and say we did not find
the testimony of those 30 witnesses was reliable.
of general conditions. In the case of common
sense I would say so now. On the other hand it is
reflected negatively on the Commission, which we don't
want to do, we will withdraw the statements.
Q. Why did you say in this editorial "it should
be borne in mind that the witnesses heard by the
Commission were especially selected by counsel as to
soundly preparedly on evidence?"
A. Presumably

Q. What did you mean by that?

A. Well, there must have been some advice.

Q. What did you mean by saying it? What was
the use of telling the public that? A. That you

must have been advised by somebody.

Q. Well, why did you say,--"it should be borne
in mind that the witnesses heard by the Commission
were especially selected"? Why did you want them
to bear that in mind? If they are truthful witnesses
what difference does it make? A. Yes, they
are truthful witnesses; we asked them to bear it in
mind because we had in mind the general conditions
in the plant.

Q. What did you mean by putting that in --"the
witnesses heard by the Commission were especially
selected"? What did you mean by "especially
selected"? We have got over selected italicized
and then a bit further down we get to "especially
selected"? A. That is just a little extra
emphasis.

Q. Emphasizing what? A. Selected.

Q. Emphasizing what, what aspect of it?

A. It is a distinction that the witnesses were called
by you rather than by the company executives.

Q. Wasn't that quite usual? A. Quite normal.

Q. And then did you bear in mind that the com-
pany would have full opportunity if we overlooked
anything of putting it before the Commission?

A. Yes, naturally we did.

Q. You did not say anything about that in your

Q. What did you mean by that?

A. Well, there must have been some advice.

Q. What did you mean by saying it?

A. That you the use of selling the entire fleet?

Q. What have been advised by somebody?

A. Well, my old man, -- "it would be better

in mind that the witnesses heard by the Commission

were especially selected?" Why did you want them

to hear that in mind? If they are truthful witnesses

what difference does it make? A. Yes, they

are truthful witnesses; we asked them to hear it in

mind because we had in mind the general conditions

in the mind.

Q. What did you mean by saying that in -- "the

witnesses heard by the Commission were especially

selected?" What did you mean by "especially

selected?" "We have not over selected the witnesses

and then a bit further down we get to "especially

selected?" A. That is just a little extra

Q. Rephrasing what?

A. Rephrasing what, what aspect of it?

Q. It is a distinction that the witnesses were called

by you rather than by the company executives.

Q. What's the outside reason? A. Outside reason?

Q. And then did you hear in mind that the com-

pany would have full opportunity if we disclosed

anything of putting it before the Commission?

A. Yes, naturally we did.

Q. What did you mean by saying that in your

editorial?

A. No.

Q. So, on the fair reading of it now you have no withdrawal to make unless you are asked to do so by the Commission?

A. Yes; I have said if the statements are considered to reflect on the integrity of Commission counsel we are prepared to withdraw them.

Q. I am not concerned with what we think about them. We treat it with contempt.

A. I am not here, sir, to express an opinion altogether; I am here to give information which I have done and if his lordship rules that it was not fair comment we are quite prepared to withdraw it. It was made in sincerity without in any sense attacking the Commission, which is outside our province. We realize this matter is being considered and that it is out of the question for newspapers or magazines to criticize the conduct of the Commission. The opportunity will arise when the report is delivered, as his lordship said.

THE COMMISSIONER: Are you through, Mr. McRuer?

MR. McRUER: Yes, my lord.

THE COMMISSIONER: Is there anybody else who wishes to ask this witness any questions? Well, alright.

MR. McRUER: What does your lordship think in regard to Mr. Bates?

THE COMMISSIONER: Well, we can hear Mr. Bates if you want to. The whole thing seems to arise and is perhaps due more to ignorance than anything

editorial

A. No.

... on the fair reading of it now you have
no withdrawal to make unless you are asked to do so

by the Commission? A. Yes; I have said it

the statements are contained to reflect on the
integrity of Commission counsel we are prepared to

... I am not concerned with what we think about

them. A. I am not

here, sir, to express an opinion altogether; I am here

to give information which I have come and it is

forbidden unless that it was not fair comment we are

quite prepared to withdraw it. It was made in

absent without in any sense attacking the Commission

which is outside our province. We realize this matter

is being considered and that it is out of the question

for newspaper or magazine to criticize the conduct

of the Commission. The opportunity will arise then

the report is delivered, as his lordship said.

THE COMMISSIONER: Are you through, Mr. Brydrie?

... ..

THE COMMISSIONER: Is there anything else you

wishes to say this witness any questions?

... ..

... ..

THE COMMISSIONER: Well, we can hear it. Please

it you want to. The whole thing seems to raise

and is going to be more or less ignored or than anything

else. Here is a case concerning this establishment at Montmorency and while only part of the evidence is in some newspaper purporting to represent the trade undertakes to pass judgment and to give its comments on the evidence without having seen or heard the witnesses, a thing which only I can do, as to whether it is true or not, and does not take into consideration the fact that this particular company is very well represented here by counsel, Mr. Geoffrion, Mr. Heward and Mr. Ballantyne, who are fully qualified to look after its interests, and to say if anything is lacking in the evidence brought before me by Commission counsel. They, themselves, will bring forward anything that is lacking, and we will have all their overseers, superintendents, managers and everybody else. It was, of course, quite improper for this paper, or any other, in the middle of the inquiry concerning this establishment to undertake to comment on the evidence so far given and to say whether it is reliable or unreliable or anything of that sort, in view of the judgment I am supposed to give after hearing all the evidence, and after very careful consideration. As I say, it was no doubt due to lack of knowledge as to how things are done in this country in regard to matters which are under the consideration of a Royal Commission. I hope it won't arise again. So far as Mr. Bates is concerned, if you want him here I will hear him.

MR. McRUER: Personally I do not want to waste any more time on the matter.

else. Here is a case concerning this establishment
at Montgomery and while only part of the evidence is
in some newspaper purporting to represent the trade
undertakes to pass judgment and to give its comments
on the evidence without having seen or heard the wit-
nesses, a thing which only I can do, as to whether
it is true or not, and does not take into consideration
the fact that this particular company is very well
represented by counsel, and that the witnesses, Mr. and Mrs.
and Mr. Ballantyne, who are fully qualified to look
after its interests, and to say if anything is lacking
in the evidence brought before me by the Commission-
ers. They themselves, will bring forward any-
thing that is lacking, and we will have all their
evidence, and the witnesses, managers and everybody
else. It was, of course, quite improper for this
paper, or any other, in the middle of the inquiry
concerning this establishment to undertake to comment
on the evidence so far given and to say whether it
is reliable or unreliable or anything of that sort,
in view of the judgment I am supposed to give after
hearing all the evidence, and after very careful
consideration. As I say, it was not for me to
lack of knowledge as to how things are done in this
country in regard to matters which are under the
consideration of a Royal Commission. I hope it
won't arise again. So far as Mr. Brown is concerned
if you want him here I will hear him.
Mr. Brown: Personally, I do not want to waste
any more time on the matter.

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5 THE COMMISSIONER: Yes. Well, probably this will clear the atmosphere this morning. This paper is not like an ordinary daily paper; I would suppose by its title that it is supposed to be a paper advocating the interests of the textile industry. That is right?

MR. KING: Yes.

10 THE COMMISSIONER: A paper of that sort should be pretty careful in what it does and says when an inquiry is under way.

MR. McRUER: The whole tone of the article --

THE COMMISSIONER: Yes, the whole tone of the article is much to be regretted.

15 MR. McRUER: It is a reflection on the Commission.

THE COMMISSIONER: It is not a paper, I presume, that reaches the general public?

MR. McRUER: No.

20 THE COMMISSIONER: It is one that circulates, I suppose, among those who are interested in the textile industry.

MR. McRUER: I should have been very much better satisfied if Mr. Bates had come himself to the Commission and said to the Commission -- "well, I was under a misapprehension", or, "the facts were not all before me and I did not know what Commission counsel had done in the way of calling all these witnesses and had I known the facts I would not have written the article", but rather Mr. King comes and says "well, if you think it is offensive we will withdraw it". Well, I don't think they have shown

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THE COMMISSIONER: Yes. Well, precisely this
will clear the atmosphere this morning. This paper
is not like an ordinary daily paper; I would suppose
by its title that it is supposed to be a paper
advocating the interests of the textile industry.
What is right?
THE COMMISSIONER: A paper of that sort should be
pretty careful in what it does and says when an
industry is under way.
MR. MORRIS: The whole tone of the article --
THE COMMISSIONER: Yes, the whole tone of the
article is much to be regretted.
MR. MORRIS: It is a reflection on the Commission.
THE COMMISSIONER: It is not a paper, I presume,
that reaches the general public?
THE COMMISSIONER: It is one that circulates, I
suppose, among those who are interested in the textile
industry.
MR. MORRIS: I should have been very much pleased
to find it so. Water has gone himself to the
Commission and said to the Commission -- "Well, I
was under a misapprehension", or, "the facts were not
all before me and I did not know what Commission
counsel had done in the way of getting all these
witnesses and had I known the facts I would not have
written the article", but rather Mr. King comes
and says "Well, if you think it is all right we will
--". Well, I don't think they have shown

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the Commission much respect in their attitude this morning.

5 MR. GEOFFRION: I suppose my learned friend has read the other papers, which are read very widely, and who are attacking us violently for different reasons. We are not quite as thin skinned as my learned friend.

THE COMMISSIONER: What is that?

10 MR. GEOFFRION: There are papers who are attacking us very violently.

THE COMMISSIONER: Attacking whom?

MR. GEOFFRION: The Dominion Textile Company.

15 THE COMMISSIONER: You mean to say in matters pertaining to this Commission?

MR. GEOFFRION: Certainly; there are papers being published attacking us.

THE COMMISSIONER: If you will bring them here I will deal with them.

20 MR. GEOFFRION: No. I know that the judgment will come. I take a much more philosophical view than my learned friend. I never thought that my excellent friend, Mr. Beauregard, would be discredited on account of that newspaper article. I respect him even if we do fight. We have been attacked over and over again, and we do not summons people. My lord, if I started to summons here the gentlemen who have written articles in other papers --

25 MR. McRUER: During this Commission, in regard to the evidence submitted?

the Commission much respect in their attitude this

meeting.

MR. GOSWORTHY: I suppose my learned friend has
read the other papers, which are read very wisely,
and who are attacking me violently for different
reasons. We are not quite as thin skinned as my
learned friend.

MR. GOSWORTHY: What is that?

as very violently.

MR. GOSWORTHY: The Dominion Textile Company.

THE GOSWORTHY: You seem to say in various

pertaining to this Commission?

MR. GOSWORTHY: Certainly; there are reports being

published attacking me.

THE COMMISSIONER: If you will bring them here

I will deal with them.

MR. GOSWORTHY: No. I know that the judgment

will be against me. I am a man with a reputation.

than my learned friend. I never thought that my

reputation would be attacked in this way.

on account of that newspaper article. I respect

him even if he is right. He has been attacked

over and over again, and we do not suppose people

my kind, if I started to answer him the gentleman

who have written articles in other papers --

MR. GOSWORTHY: During this Commission, in regard

to the Commission.

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MR. GEOFFRION: Certainly, and gentlemen who have advised you in selecting witnesses for you, who are writing articles for papers. But I don't think it is important because I will have the report later on. I am not going to lose my time in investigating what they are saying. I am simply saying this, my lord --

THE COMMISSIONER: I am simply saying this, that if such things are happening and you bring them to my notice they will be dealt with. When the contrary happens and Mr. McRuer or Mr. Beauregard bring it to my notice I must deal with it.

MR. GEOFFRION: Quite. I am not appealing for any protection. I am happy. I am simply saying my learned friend is somewhat touchy.

MR. McRUER: No, not touchy, I will do the same thing for you if you ask me to. I resent any judgment being given before the evidence is heard.

MR. GEOFFRION: The gentlemen who are giving you witnesses are making statements in papers all the time against us.

MR. McRUER: You are making charges now. Bring them on.

MR. GEOFFRION: It is unimportant.

MR. McRUER: Well, don't make them, then.

(page 3570 follows)

PHILIPPE HUOT est assermenté.

INTERROGE PAR ME BEAUREGARD:

- 5 Q M. Huot, quel est votre âge, s'il vous plaît?
R 35 ans.
- Q Quelle est votre occupation? R Je suis commis.
Q Commis au moulin de Montmorency?
R Oui, monsieur.
- 10 Q Au bureau principal? R Principal.
Q Vous êtes chargé de quel travail?
R Je fais le pay roll de la Woolen.
- Q Est-ce le seul département dont vous vous occu-
pez? R Pour le pay roll, le seul
département.
- 15 Q Pour la préparation de la paye, c'est le seul
département dont vous vous occupez? R Oui.
- Q Faites-vous d'autres travaux à part cela?
R Quand mon ouvrage est fini, j'aide ailleurs
pour faire leur rapport?
- 20 Q Qui? R Le rapport de la Spinning
et de la Cotton Card.
- Q Les rapports préparés dans les départements qui
arrivent à l'office ou si vous allez dans les dépar-
tements préparer les rapports?
- 25 R Non, les messagers dans les départements prépa-
rent les rapports.
- Q Les rapports des départements arrivent, parvien-
nent au bureau général par des messagers?
- R Oui, monsieur.
- 30 Q Et, les rapports sont répartis individuellement
par le commis du département? R Oui.

Willis Hunt est assassiné.

INTERVIEW DE M. HUNT.

Q. M. Hunt, quel est votre âge, et à quel point?

R. 35 ans.

Q. Quelle est votre occupation, et à quel point?

R. Comme un maître de la mécanique.

Q. Où habitez-vous?

R. 1000 Avenue de l'Église, Toronto.

Q. Vous êtes marié et avez des enfants?

R. Je suis le seul fils de la famille.

Q. Est-ce le seul département dont vous avez connaissance?

R. Non, je suis le seul.

Q. Département.

Q. Pour la production de la page, c'est la seule.

R. Oui, c'est la seule.

Q. Est-ce la seule à avoir été produite?

R. Quand mon oncle est parti, j'ai été nommé.

Q. Pour faire les rapports?

R. Oui.

Q. Le rapport de la Commission.

R. C'est la seule.

Q. En ce moment, dans les départements, est-ce la seule à avoir été produite?

R. C'est la seule à avoir été produite.

Q. Est-ce la seule à avoir été produite?

R. Non, les autres sont les départements.

Q. Les départements.

R. Les départements des départements, c'est la seule.

Q. Est-ce la seule à avoir été produite?

R. Oui, c'est la seule.

Q. M. les rapports sont rapportés individuellement.

R. Oui, c'est la seule.

Q Vous recevez donc le rapport concernant votre département, vous le checkez, et, quand vous avez fini, vous aidez à d'autres commis qui ont reçu des rapports d'autres départements? R Oui.

Q Vous leur aidez dans quelle espèce de travail?

R Dans leurs rapports de production.

Q Ce sont des additions que vous mettez en sommaire quand vous recevez la production?

R La production.

Q Ces rapports-là sont des rapports de quinzaines?

R Oui, monsieur, de quinzaines.

Q Que vous remettez à qui, quand ils sont faits?

R A M. McGregor, au bureau principal.

Q A M. McGregor, à Montmorency?

R Au bureau général.

Q Il est particulièrement chargé de cette feuille de rapport de production? R Oui, monsieur.

Q Depuis combien de temps êtes-vous dans ce département-là, faisant cet ouvrage?

R Depuis un an et demi dans le bureau.

Q Où étiez-vous avant d'être dans le bureau?

R J'ai été commis dans le moulin, deux ans et demi.

Q Dans le Woolen, Cotton Card?

R Dans le Cotton Card d'abord, ensuite dans le Woolen.

Q Ensuite, vous avez été amené au grand bureau comme commis et attaché à la préparation des listes de payes et spécialement chargé de ceux de la laine?

R Oui, monsieur.

Q C'est cela que vous faites? R Oui, monsieur.

Q M. Huot, vous êtes maintenant en présence des listes de payes pour la semaine finissant le 11 avril

1941

1941

1. Les renseignements que je vous prie de transmettre
sont les suivants :
2. Les renseignements que je vous prie de transmettre
sont les suivants :
3. Les renseignements que je vous prie de transmettre
sont les suivants :
4. Les renseignements que je vous prie de transmettre
sont les suivants :
5. Les renseignements que je vous prie de transmettre
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sont les suivants :
10. Les renseignements que je vous prie de transmettre
sont les suivants :
11. Les renseignements que je vous prie de transmettre
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12. Les renseignements que je vous prie de transmettre
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13. Les renseignements que je vous prie de transmettre
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14. Les renseignements que je vous prie de transmettre
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15. Les renseignements que je vous prie de transmettre
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16. Les renseignements que je vous prie de transmettre
sont les suivants :
17. Les renseignements que je vous prie de transmettre
sont les suivants :
18. Les renseignements que je vous prie de transmettre
sont les suivants :
19. Les renseignements que je vous prie de transmettre
sont les suivants :
20. Les renseignements que je vous prie de transmettre
sont les suivants :

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1936, au département de la laine: Woolen Card Spinning, page 113? R Oui, monsieur.

5 Q Avez-vous, dans ce département, des ouvriers qui soient payés à la pièce, ou si ce sont des ouvriers payés à l'heure? R A l'heure et à la pièce.

Q Vous en avez des deux sortes? R Oui, monsieur.

10 Q Comme les autres listes de payes, celle-ci commence par la fiche de l'ouvrier, son nom et son ouvrage, c'est cela? R Oui, monsieur.

Q Ensuite, les jours et les heures qu'il a travaillé. Maintenant, qu'est-ce que signifie, au bas, les mots: Card, ring.... qui sont dans la colonne en regard du nom de l'ouvrier?

15 Q Les chiffres qui sont faits par le grand bureau, après avoir été envoyés au bureau.

Q Ce ne sont pas vos chiffres dans la colonne: "Card, Ring, Mule, Cop"? R Non, monsieur.

Q Ces chiffres-là, ne sont pas de vous?

R Non, monsieur.

20 Q Savez-vous ce que ça veut dire? R C'est fait par le grand bureau en bas, je suis pas au courant de ça.

Savez-vous de qui sont ces chiffres? R Je crois que c'est de M. Racine.

25 Q Ce n'est pas vous qui les faites? R Non.

Q Ensuite, vous avez les taux à l'heure?

R Les taux à l'heure.

Q Et, le montant total, et la balance?

R Oui, monsieur.

30 Q Dans cette feuille-ci, vous n'avez pas d'ouvriers payés à la pièce? R C'est à l'heure.

Next

5575

1936, au département de la laine: Woolen Card Spin-

ning, 1936

1936, au département de la laine: Woolen Card Spin-

qui sont payés à la fin, ou si ce sont des

ouvriers payés à l'heure? R A l'heure et à

la pièce.

Q Vous en avez une deux autres? R Oui, maintenant.

Q Comme les autres listes de payes, celle-ci con-

tient par la liste de l'ouvrier, son nom et son

numéro, ainsi que son salaire.

Q Ensuite, les jours et les heures qu'il a travaillé.

Id. Maintenant, qu'est-ce que signifie, au bas,

les mots: Card, Ring... qui sont dans la colonne

en regard du nom de l'ouvrier?

Q Les chiffres qui sont inscrits par le grand bureau,

et qui sont envoyés au bureau.

Q Ce ne sont pas vos chiffres dans la colonne:

Card, Ring, etc., n'est-ce pas?

Q Ces chiffres-là, ne sont pas les vôtres?

R Non, maintenant.

Q Savez-vous ce que ça veut dire? R C'est fait

par le grand bureau en bas, je suis sûr en consultant

ce cas.

Revenez-vous de qui sont ces chiffres? R Je crois

que c'est de la laine.

Q Je n'ai pas vu que les chiffres? R Oui.

Q Ensuite, vous avez les jours à l'heure?

Q Les jours à l'heure.

Q Et, les heures travaillées, et la rémunération?

Q Oui, maintenant.

Q Dans cette feuille-ci, vous n'avez pas d'ouvriers

payés à la pièce? R C'est à l'heure.

Q Vous n'avez rien que les ouvriers à 1'heure?

R Oui, monsieur.

Q Alors, les contre-maîtres, les Moving & Spool Carriers, tous ces gens-là sont à 1'heure?

R Oui, monsieur.

Q Les Filling Carriers, les Oilers, Strippers & Waste Men sont à 1'heure? R Oui, monsieur.

Spool
Q Les ~~xxxix~~ Strippers, les Tube sorters & Bobin Boys sont à 1'heure? R Oui, monsieur.

Q Les Mixers, les Pickermen, les Picker Boys, les Breaker Tenders, les Lap Men, les Grinders, Les Strippers, les Breaker Tenders, les Finisher Tenders; tous ces gens-là sont à 1'heure?

R Oui, monsieur.

Q A la page suivante, qu'est-ce que c'est que ce mot-là? R C'est la marque du card: "Tatham".

Q Dans cette page, vous n'avez, toujours, que les gens à 1'heure, n'est-ce pas? R Oui, monsieur.

Q Vous avez les Section Hans, les Pickermen, les Grinders, les Breaker Tenders, les Finisher Tenders; Ce sont des mêmes catégories dans un autre département, je suppose? R Oui.

Q Nous sommes maintenant en présence des Spinners; ceux-ci sont à la pièce? R Oui, monsieur.

Q Vous avez, ici, l'entête de la page 116.... ce sont des mule Spinners? R Oui, monsieur.

Q 1194 sur la fiche de paye? R Oui.

Q Un et deux, qu'est-ce que cela veut dire?

R C'est le numéro du mule.

Q Alors, Georges Mathieu, 49 ans, a travaillé, dans une quinzaine, 50 heures. Qu'est-ce que veut dire le numéro 720; c'est le nombre de spindles sur sa

3574

Huot

machine?

R Sur les deux machines, parce qu'il a opéré deux mules de 300 spindles, ce qui fait 720.

5 Q Il opère deux mules, c'est-à-dire qu'il s'occupe d'une et qu'un aide s'occupe de l'autre? R Oui.

Q Seulement vous lui créditez, dans la liste de paye, du nombre de spindles sur les deux mules bien qu'un homme voit à leur fonctionnement, je veux dire au fonctionnement de chacune des mules?

10 R Oui, monsieur.

Q Ensuite, vous avez: Hank or Count, dans la colonne, ici, est-ce que c'est les hanks qui comptent aux le Count?

R Le Count.

15 Q Ce n'est pas la hank? R Non.

Q Un et une demie, qu'est-ce que ça veut dire, dans la colonne? R C'est deux brins pris ensemble.

Q Deux et une demie, qu'est-ce que ça veut dire?

R Le Count est de deux et une demie.

20 Q Ceci ne veut pas dire que c'est tant de hanks que l'ouvrier a produites, c'est simplement une façon d'identifier le fil sur lequel il a travaillé?

R Oui, monsieur.

25 Q Alors, vous avez la production: tant du 100 livres, 1276, 690, 756, 109. Pour chacune de ces 100 livres, un ouvrier reçoit .5595 pour un 100 livres; pour l'autre, .3994; pour l'autre, .9701; et, enfin, pour l'autre \$1.4551 par 100 livres.

C'est bien ça? R Oui, monsieur.

30 Q Vous avez une extention, le montant global finit pas être \$18.80 pour 50 heures? R Oui.

1000

1000

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Q J'avais compris qu'ordinairement on procédait par hank, les hanks ont été converties en livres?

R Ces machines-là ont pas de cadrans.

5 Q Alors, l'ouvrier, sur cette machine-là, est payé suivant le nombre de livres?

R Par le nombre de livres.

Q Où avez-vous pris cela, ce nombre de livres pour l'entier dans le livre? R Ca vient d'un rapport fait par le messenger dans le département du Woolen.

10 Q Qui est le messenger dans ce département?

R John English.

Q Le jeune homme dont on a parlé hier? R Oui.

15 Q Un témoin a dit, hier, qu'il arrivait à John English, parce qu'il était nouveau, de se tromper.

Avez-vous constaté qu'il y avait des erreurs dans son rapport? R Ca peut arriver quelques fois.

Quand ils descendent ces feuilles de production je les check moi-même avant de faire rapport.

20 Q Le témoin a dit qu'il ne faisait pas un travail spécial de revision des chiffres de M. English, mais qu'il constatait, à certains moments, des erreurs qui lui sautaient aux nez. Faites-vous un travail de revision?

25 R Je check son ouvrage.

Q Vous vous occupez de vérifier son travail. Vous n'attendez pas que ça vous frappe parce que c'est exorbitant? R Oui.

30 Q Vous arrive-t-il de trouver des erreurs dans son relevé de la production? R Ca peut arriver, quelques fois.

Q Qu'est-ce qu'on doit comprendre, que devons-nous comprendre par: Ça peut arriver quelques fois?

R Il peut y avoir une ou deux erreurs.

Q Il peut y avoir une ou deux erreurs?

R Oui, monsieur.

Q Des erreurs sur quoi, d'abord, et puis, de quelle importance?

R A peut arriver sur les Ring Spinners qui sont payés à la hank.

Q La hank, c'est la production d'un ouvrier par jour. Est-ce qu'un ouvrier, des fois, peut faire plus qu'une hank par jour?

R Dans la Woolen, un ouvrier peut faire, ordinairement, 4 ou 5 hanks.

Q Dans les autres? R ... (Pas de réponse)

Q Avez-vous rien que le Woolen?

R (Pas de réponse)

Q Dans votre département, un ouvrier peut faire quatre ou cinq hanks? R Ça dépend du Count.

Q De la grosseur du fil? R De la grosseur du fil.

Q Il vous est arrivé de relever les calculs du rapporteur? R Oui.

Q S'il se produit une erreur par le rapporteur et que vous ne l'avez pas vue, ça peut expliquer que l'ouvrier soit désappointé dans sa paye?

R En balançant nos cadrans, on se trouve à trouver l'erreur si le montant de hanks balance pas.

Q Vous faites cette revision-là, jour par jour, ou quinzaine par quinzaine? R Par quinzaine.

Q Quand vous faites la revision, ce n'est pas parce que vous l'avez consulté, parce que vous

vous avez dit que vous n'avez pas de compte en banque.

R. Il faut y avoir une ou deux années.

Q. Il faut y avoir une ou deux années?

Q. Des années sur quoi, d'abord, et puis, de

quelque façon?

R. Sur les cinq dernières années, c'est la moyenne.

Q. La moyenne, c'est la moyenne de cinq années?

R. Oui, c'est la moyenne de cinq années, c'est la

plus ou moins par jour?

Q. Vous la faites, un ouvrier peut faire, ordinairement, 4 ou 5 heures.

Q. Plus les autres? R. ... (des de réponses)

Q. Les autres, c'est la moyenne?

R. (des de réponses)

Q. Dans votre département, un ouvrier peut faire

plus ou moins par jour?

R. Oui.

Q. De la moyenne de cinq?

R. Oui.

Q. Il vous est arrivé de recevoir les enfants de

travailleurs?

R. Oui, j'ai vu beaucoup d'enfants de travailleurs.

Q. Vous ne l'avez pas vu, les gens qui travaillent

l'ouvrier doit être payé à l'heure?

R. En payant les enfants, on ne trouve à payer

et l'ouvrier ne reçoit de l'argent de l'heure.

Q. Vous faites cette révision-là, tous les jours?

R. Oui, tous les jours.

Q. Quand vous faites la révision, ne l'avez pas

parce que vous l'avez corrigée, la fois que vous

5

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3578

Huot

allez consulter le cadran, à votre tour? R Non.

Q C'est parce que vous ajustez suivant les rap-
ports précédents? R Oui.

5 Q S'il y avait eu une erreur dans le rapport
précédent, vous auriez pu consulter l'erreur parce
que vous vous servez, comme base, du rapport prédé-
dent, C'est ça? R Oui.

10 Q Les piecers sont des hommes qui travaillent sur
les mules, aussi, dans ce département-là?

R Oui, monsieur, les aides de fileurs.

Q J'en vois un, Albert Giroux, 56 ans, fiche de
paye, 1204; il est en charte de deux mules?

R Il est l'aide de M. Mathieu.

15 Q Il est l'aide de M. Mathieu dont nous venons
de parler? R Oui.

Q Alors, M. Mathieu a deux mules, et M. Giroux,
deux mules; ce sont les mêmes deux mules?

R Oui, monsieur.

20 Q Alors, M. Giroux, comme M. Mathieu, travaille
50 heures, a travaillé sur la même sorte de fil.
Il a produit exactement le même nombre de livres.
C'est bien, ça? R Oui.

Q Alors, les taux, aux cents livres, varient.

25 Dans un cas, au lieu de recevoir .55 au 100 livres,
il reçoit .28. Dans l'autre cas, au lieu de rece-
voir .39 et une fraction, il reçoit .20 et une frac-
tion; et, dans l'autre cas, au lieu de recevoir
.97 et une fraction, il reçoit .49 et une fraction.
30 Enfin, dans la quatrième sorte de fil, au lieu de
1.48 et une fraction, il reçoit .74 et une fraction.
Ce qui fait que sa paye est de \$9.65 au lieu de
\$18.80 pour le même temps, sur les mêmes machines

1903

2878

elles couleront la caisse, à votre tour, M. Hon.

Donne maintenant, M. Hon.

Il y avait un autre acte de rapport

président, vous auriez pu constater l'erreur dans

dent, c'est ça, M. Hon.

Les livres sont les mêmes et ils valent

les mêmes, mais, dans le document-16?

M. Hon., maintenant, les livres de livres.

En fait, M. Hon., c'est ça, c'est ça

page, 1204; il est en un seul document

M. Hon., il est à la page 1204.

Il est à la page 1204, M. Hon., c'est ça

de papier, M. Hon.

M. Hon., M. Hon., c'est ça, c'est ça

deux livres; ce sont les deux livres

M. Hon., maintenant.

M. Hon., c'est ça, c'est ça

M. Hon., c'est ça, c'est ça

Il a produit exactement le même nombre de livres.

C'est ça, M. Hon.

M. Hon., les livres, c'est ça, c'est ça

que en fait, c'est ça, c'est ça

M. Hon., c'est ça, c'est ça

M. Hon., c'est ça, c'est ça

M. Hon., c'est ça, c'est ça

M. Hon., c'est ça, c'est ça

M. Hon., c'est ça, c'est ça

M. Hon., c'est ça, c'est ça

M. Hon., c'est ça, c'est ça

M. Hon., c'est ça, c'est ça

avec la même production sur le même travail. C'est ça? R Oui, monsieur.

Q D^e sorte que les salaires des Piecers apparaissant sur le paye du 11 avril, 1936, sont des payes de \$9.65 pour 50 heures; \$8.40 pour 50 heures; \$9.65 pour 44 heures; \$9.80 pour 50 heures; \$7. pour 30 heures et \$9.45 pour 50 heures.

R Oui.

Q Ces hommes, qui reçoivent ces payes de 50 heures, sont des hommes de 56, 54, 46, 40, 54, et 52 ans, d'après votre liste de payes? R Oui.

Q Maintenant, vous avez, ici, les doffers, dans ce département-là: Marc-Ed. Vézina, Victor Le-compte, Eliodore Caron, Albert Bédard et Alfred Chaput. R Oui.

Q Alfred Chaput, 22 ans, d'après la fiche de paye du 11 avri, 1936, a eu \$1.25 pour 8 heures?

R Oui.

Q Sur quelle base est-il payé, lui, comment arrivez-vous avec cette piastre et vingt-cinq, pour 8 heures? R Les doffers sont payés selon

la production totale des neuf mules, c'est partagé entre eux.

Q C'est-à-dire que la production totale des neuf mules dont nous veons de parler est divisée entre tous les doffers? R Oui, monsieur.

Et, ensuite, répartie comment, à l'égard de chacun d'eux? R Par les heures.

Q Par le nombre d'heures? R Par le nombre d'heures.

Q Je vois ici, par exemple, pour les doffers,

1915

even in some proportion and is more favorable.

A. G. M. 1915, November.

1. The Board of Directors has received the following report from the

auditors for the year ending 31st March, 1915, and has thereupon

passed the following resolution: That the auditors' report be

accepted and that the directors be authorized to sign the same.

1915.

2. The Board of Directors has received the following report from the

auditors for the year ending 31st March, 1915, and has thereupon

passed the following resolution: That the auditors' report be

accepted and that the directors be authorized to sign the same.

3. The Board of Directors has received the following report from the

auditors for the year ending 31st March, 1915, and has thereupon

passed the following resolution: That the auditors' report be

accepted and that the directors be authorized to sign the same.

4. The Board of Directors has received the following report from the

auditors.

5. The Board of Directors has received the following report from the

auditors for the year ending 31st March, 1915, and has thereupon

passed the following resolution: That the auditors' report be

accepted and that the directors be authorized to sign the same.

6. The Board of Directors has received the following report from the

auditors for the year ending 31st March, 1915, and has thereupon

passed the following resolution: That the auditors' report be

accepted and that the directors be authorized to sign the same.

7. The Board of Directors has received the following report from the

auditors for the year ending 31st March, 1915, and has thereupon

passed the following resolution: That the auditors' report be

accepted.

8. The Board of Directors has received the following report from the

Marc-Ed. Vézina, 12 ans, a travaillé 100 heures et a reçu \$13.75. Je vois bien qu'il a travaillé sur le même fil que les aides-mules qui sont en haut, mais, qu'est-ce que c'est que ce chiffre 6405.

5

C'est l'addition des livres sur un et une demie?

R Oui.

Q Deux et une demie: 5.18, c'est encore l'addition, de la totalité des livres de fil préparées par chacun des neuf mules? R Oui, monsieur.

10

Q Alors, à la vérité, on doit comprendre que les doffers sont payés .1375 de l'heure?

R Oui, monsieur.

15

Q Sont-ils toujours payés .1375, ou bien, si ça dépend du travail qu'il ont fait, cette fois-là. Montrez-moi donc une autre page où vous avez des doffers, qu'on voit comment ils sont payés?

R Page 112.

Q Vézina, Marc-Edouard, à la page du 28 mars, 1936, paraît avoir fait 20 heures d'ouvrage et, pour 20 heures, il a reçu \$2.60? R 13 cents.

20

Q Ca lui fait 13 cents, juste? R Oui.

Q Celui-là, Victor Lecompte, pour 20 heures, a reçu \$2.60. Il a travaillé 20 heures, lui aussi.

R Oui.

25

Q Il y a des 20 heures, des 24 heures, des 40 heures, des 20 heures et des 40 heures, dans la quinzaine finissant le 28 mars, 1936? R Oui.

Q De sorte que les doffers se trouvent avec chacun une paye de quinzaine de: \$2.60; \$3.25; \$5.20; \$2.60; et \$5.15? R Oui.

30

ME HUOT: Pour moins qu'une quinzaine de travail.

ME BRAUNEGARD: Je viens de dire pour des 20 heures.

1893

Memo-Ed. Vézina, à l'adresse de son domicile, 100 rue de la
rue de la... Je vous prie de lui en remettre la somme de
le même et de lui remettre les autres parties de la somme en deux
parts, qu'est-ce que c'est que ce chiffre 5405.
C'est l'addition des livres sur un et une centaine

5

6 Deux et une centaine: 518, c'est encore l'addition
de la totalité des livres de la bibliothèque par
chaque des deux parties.
7 Alors, à la vérité, on doit enlever les
livres sont payés. 1375 de l'année?

10

8 Sont-ils toujours payés. 1375, en plus, si ce
dépend du travail qu'il ont fait, cette fois-là.
Montrez-moi donc une autre page où vous avez des
livres, c'est tout simple, il n'y a rien.
R. 1375.

15

9 Vézina, Memo-Edmond, à la page de 18 ans, 1893,
parait avoir fait 20 heures d'ouvrage et, pour 20
heures, il a reçu \$2.00? R. 15 cents.
10 Ce lui est 15 cents, n'est-ce pas? R. Oui.
11 1891-18, Victor Leclercq, pour 20 heures, a
reçu \$2.00. Il a travaillé 20 heures, lui aussi.

20

12 Il y a des 20 heures, des Vézina, des 20 heures
des 20 heures et les 20 heures, donc la dernière
travaillé 18 ans, 1893, 1894. R. Oui.
13 C'est que les autres ne travaillent pas avec vous
une page de travail, 18.00; 18.00; 18.00; 18.00; 18.00;
et \$2.10? R. Oui.

25

14 Memo-Edmond: pour moi, j'ai travaillé de 1891-1894.
15 Memo-Edmond: le volume de 1891-1894 pour 20 heures

30

Q C'est tout ce qu'ils ont eu comme subsistance?

ME. HEWARD: Pendant la quinzaine.

ME BEAUREGARD: Pendant la quinzaine.

Q Les Papiers ont gagné \$8.95; \$5.35; \$5.35; \$8.95;
5 \$5.35; \$6.45? R Oui.

Q Correspondant à: pour 50 heures, \$8.95; pour
30 heures, \$5.35; pour 30 heures, \$5.35; pour
50 heures, \$8.95; et, pour 46 heures, \$6.45?

R Oui.

10 Q Voulez-vous remonter à la paye précédente, pour
voir ce qu'ils ont mangé pendant ces autres quinze
jours?

Les quinze jours précédents, les mêmes personnes
avaient reçu: \$1.90, Raoul Caron; \$5.00, Hermés-
15 gilde Tremblay; \$0.75, Lucien Vézina?

ME HEWARD: Pour?

ME BEAUREGARD: Pour le temps de travail, il a tra-
vaillé 5 heures.

Edouard Giroux a touché, pour sa quinzaine,
20 \$1.05?

ME HEWARD: Pour combien d'heures?

LE TEMOIN: 5 heures.

ME BEAUREGARD: 5 heures.

ME BALLANTYNE: Il faut dire les heures qu'ils ont
travaillé.

25 PAR ME BEAUREGARD:

Q Arthur Vézina, 46 ans, 45 heures, \$9.20.

Raoul Caron, 38 ans, 28 heures, a touché \$4.80.

C'est sa quinzaine, tout de même?

R seulement 28 heures.

30 Q Seulement 28 heures, 12 jours, dans 28 heures,

3581

Huot

c'est cela que je veux dire?

ME B. MARTYRE: Cela veut dire qu'ils n'ont pas travaillé tout le temps.

5

PAR ME BEAUREGARD: Cela veut dire qu'ils n'ont pas travaillé tout le temps, mais qu'ils ont chômé presque tout le temps.

10

Joseph Cauchon, 52 ans, a reçu \$8.45; Emmanuel Ménard, 30 heures, \$4.35. Philippe Mathieu, 48 ans, \$7.55. Edouard Giroux, 55 ans, 25 heures, a touché \$3.40? R Oui.

Q Si nous faisons l'addition de tout ce qu'ils ont touché pendant ce mois-là, je crois qu'on constatera qu'ils n'avaient pas de quoi devenir gras?

R Non.

15

Q Pendant le même temps, les doffers:

Albert Bédard, 21 ans, a travaillé 35 heures, et a touché \$4.90? R Oui.

Q Marc-Edouard Vézina, 22 ans, 40 heures, \$5.60?

R Oui.

20

Q Albert Bédard, 20 ans, 35 heures, \$4.90.

Amédée Labrie, 22 ans, 5 heures pour sa quinzaine, a touché \$0.70. Alfred Chaput, 22 ans, 45 heures dans sa quinzaine, \$.625? R Oui.

25

Q A la page 118, 11 avril, 1936, nous avons les Spinners et, ensuite, les Piecers. Les Piecers, ce sont les aides des Spinners? R Oui, monsieur.

Q Ils font le même travail? R Ils aident.

Q Ils aident, c'est-à-dire, ils font le même travail, c'est cela que ça veut dire?

R Oui, ce sont des apprentis-fileurs.

30

Q Nous constatons qu'à cette paye du 11 avril,

1901

c'est cela que je veux dire?

MR. BRYCE: Cela veut dire qu'il n'est pas

validé tout le temps.

MR. BRYCE: Cela veut dire qu'il n'est pas

travaillé tout le temps, mais qu'il est

travaillé tout le temps.

MR. BRYCE: C'est cela, n'est-ce pas?

MR. BRYCE: C'est cela, n'est-ce pas?

MR. BRYCE: C'est cela, n'est-ce pas?

MR. BRYCE: C'est cela, n'est-ce pas?

MR. BRYCE: C'est cela, n'est-ce pas?

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MR. BRYCE: C'est cela, n'est-ce pas?

MR. BRYCE: C'est cela, n'est-ce pas?

MR. BRYCE: C'est cela, n'est-ce pas?

MR. BRYCE: C'est cela, n'est-ce pas?

MR. BRYCE: C'est cela, n'est-ce pas?

1936, 100 heures ont donné à M. Aimé Guèvremont,
\$27.10? R Oui.

Q Et, le même 100 heures, ont donné à l'aide,
Herménégilde Binet, \$15.15? R Oui.

Q Connaissez-vous le salaire de base de ces gens-
là, savez-vous si \$27.10, c'est le salaire de base
ou si c'est plus, ou si c'est moins?

R .2550

Q La base des spinners de cette catégorie-là est
de .2550 de l'heure? R Oui, monsieur.

Q Ils paraissent avoir touché .2710 de l'heure?

R Oui.

Q Savez-vous le salaire de base des spinners?

R 18 cents et quelque chose.

Q Ils ont touché 15 cents et quelque chose.

R Pardon, .15.45.

Q C'est .1545, le salaire de base?

R Oui, monsieur.

Q Dans tous vos départements, est-ce que les dof-
fers sont toujours sous le même régime que ceux
de la woolen? R Pour les Aings, ils sont
en trois sections?

Q Trois groupes? R Oui.

Q Les trois groupes reçoivent le même salaire
à l'heure? R Oui.

Q Les trois groupes sont dans trois groupes de
machines différents? R Oui, monsieur.

Q Est-ce qu'il vous arrive, à vous, d'opérer des
compensations en faveur, au compte de certains em-
ployés, en faveur par exemple, lorsque les ouvriers
n'ont pas une production suffisante?

R Non, monsieur.

Q Cela ne se produit pas dans votre département?

R Non, monsieur.

Q Supposons le salaire d'un ouvrier qui n'aurait pas une production suffisante, est-ce que vous lui ajoutez une quantité de production qui ne serait pas conforme au rapport que vous recevez?

R Non, monsieur.

Q Et, s'il y a un excédent, avez-vous le droit de lui enlever? R Non, monsieur.

Q Alors, vous suivez exactement la production?

R Oui, monsieur.

Q Et, vous faites l'extension, suivant la production et suivant les rapports? R Oui, monsieur.

Q Comme vous l'avez contrôlée? R Oui, monsieur.

Q Vous avez combien d'employés, comme ça, sous votre contrôle? R

Q C'est-à-dire combien de listes de payes à faire?

R Je dois avoir 15 payes.

Q Etes-vous au fait, vous, que les ouvriers qui travaillent sur les mules, dans le groupe de neuf, que les ouvriers, une fois leur paye reçue, partagent entre eux. R Je sais que ça se fait, seulement, ça me regarde pas.

Q Vous savez que ça se fait. Vous n'avez pas eu instruction à donner, à transmettre, d'aucune façon?

R- Ça me regarde pas, c'est tout.

Q Vous n'avez pas eu une demande de faire les payes égales, au lieu de les faire séparées, et, ensuite, laisser les ouvriers rajuster l'affaire entre eux?

R Non, monsieur.

Q Vous n'avez rien eu à faire la-dedans?

R Non, monsieur.

Cela ne me paraît pas être une question.

M. BRYDIE.

M. BRYDIE. Je ne suis pas sûr de voir qui n'est pas

une question d'ordre, mais ce n'est pas la

question de la quantité de production qui me paraît

être la question au rapport des deux pays.

M. BRYDIE.

M. BRYDIE. Je ne suis pas sûr de voir qui n'est pas

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question de la quantité de production qui me paraît

être la question au rapport des deux pays.

ALICE FORTIN entendue de nouveau.

INTERROGÉE PAR ME BEAUREGARD:

5

Q Sous le serment que vous avez prêté, Mademoiselle, dans quel département avez-vous dit que vous prépariez les listes de paye? R Le Yarn Finishing.

10

Q Avez-vous l'occasion de prendre les listes de paye vous vous occupez de la production pour la paye? R Il faut que je me serve de la production pour payer les employés.

15

Q Vous payez suivant la production qui est entrée? R C'est pas moi qui entre, c'est le garçon qui est en haut, que entre la production de chaque employé.

20

Q Ce n'est pas vous qui faites l'addition de la production? R Oui, monsieur.
Q Vous basez l'addition sur les rapports que vous avez reçus des messagers? R Oui, monsieur.
Q C'est cela? R Oui, monsieur.

25

Q Maintenant, dans la même liste de paye, vous entrez, également, la production rapportée? R Oui, monsieur.
Q La production payée et la production rapportée, sont supposées coïncider. Est-ce que ça coïncide, généralement, dans vos rapports? R Oui, monsieur.
Q Sont-ce vos instructions, que la production doit être payée selon la production rapportée?

30

Q C'est entendu, quand ils ne l'ont pas, on les paye pas.
Q C'est de cette façon-là? R Oui.
Q Avez-vous déjà eu connaissance que les deux

1914

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2. Dans le second cas vous avez pu, pendant
l'été, vous en être rendu compte et vous
préparer les listes de payes?

1914

paye vous vous en êtes rendu compte
la paye? N. Il faut que le seigneur de

la production pour payer les employés.

Vous payez avant la production et est entré

à l'est pas moi qui entre, c'est le seigneur qui

est en haut, que dans la production se change en

place.

3. Ce n'est pas vous qui faites l'addition de la

production? N. Oui, monsieur.

4. Vous faites l'addition des rapports des vous

avez tous des renseignements? N. Oui, monsieur.

5. C'est cela? N. Oui, monsieur.

6. Maintenant, dans la liste de paye, vous en

avez, également, la production rapportée?

7. Oui, monsieur.

8. La production payée et la production rapportée,

sont-elles les mêmes? N. Oui, monsieur.

9. Maintenant, dans vos rapports, N. Oui, monsieur.

10. Maintenant, dans la production rapportée

est-elle la même que la production rapportée?

11. C'est cela, c'est la même, n'est-ce pas?

paye pas.

12. Vous en avez fait l'addition?

chiffres, production payée et production rapportée ne coïncidaient pas, parce qu'il y avait, par exemple, tantôt, la production rapportée qui excédait la production payée, et, tantôt, la production payée qui excédait la production rapportée?

R Non, monsieur.

Q Depuis que vous êtes là, vous avez toujours vu à ce que les deux chiffres coïncident parfaitement. C'est cela, Mademoiselle?

R Oui, monsieur.

Q Les employés supérieurs, de qui vous prenez vos ordres, ne vous ont jamais dit, dans certains cas, qu'il y avait lieu qu'une feuille de production telle quelle, soit payée plus, ou soit payée moins?

R Non, monsieur.

Q Vous relevez directement de M. Gariépy, vous?

R C'est mon boss.

Q Alors, depuis, du moins, que vous êtes là, les instructions sont que la production payée soit exactement la production rapportée?

R Oui, monsieur.

Et, le témoin ne dit rien de plus.

(la feuille suivante est 3590)

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3590

(THEBERGE)

DIDACE THEBERGE.

Lequel témoin est assermenté.

Interrogé par Mtre Beauregard.

Q Monsieur Théberge quel est votre âge?

5

R Vingt et un ans.

Q Où travaillez-vous? R Dans la card room.

Q Qu'est-ce que vous faites dans la card room?

R Je suis supposé être homme de section.

Q Vous êtes homme de section? R Oui.

10

Est-ce que ça veut dire que les employés dans cette section sont sous votre direction? R Oui, monsieur.

Q Dans ce département, quel travail se fait-il particulièrement? R C'est la préparation

15

du coton à la spinning room.

Q A quel state est rendu le coton dans votre section, est-ce qu'il passe de là directement à la

spinning room, ou va-t-il dans une autre section

de la card? R Il va directement dans

la spinning room.

20

Q Vous êtes au dernier étage de la card room?

R Oui.

Q Depuis combien de temps êtes-vous là?

R Deux ans.

25

Q Qu'est-ce que vous faisiez avant? R Commis

Q Dans le bureau général? R J'ai été une couple de mois.

Q Vous étiez proposé à quel genre de travail?

R Je faisais la paye dans la carderie.

30

Q Pour le même département où vous êtes aujourd'hui? R Oui, monsieur.

(1875)

1875

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Q Combien avez-vous été de temps préposé à la
préparation de la liste de paye là? R Environ
un an.

Q Environ un an? R Oui, monsieur.

5 Q Vous prépariez la paye de combien de personnes
en tout? R Je ne me rappelle plus.

Q Quel était votre salaire comme employé de bureau?

R \$15.00 par semaine.

Q Quel est votre salaire moyen par semaine?

R .2310 cts de l'heure.

10 Q C'est à dire que toutes les heures de présence
sont payées? R Oui.

Q Quand vous aviez à préparer la paye des hommes
là, vous aviez je suppose à entrer la production?

R Oui.

15 Q Vous entriez la vigne, le numéro de fiche de
l'employé, son nom, son âge, les heures de travail au
moulin? R Oui.

Q Puis ensuite la mesure de son travail par hank,
je suppose? R Oui.

20 Q Vous vous serviez des hanks? R Oui.

Q Des hanks en livres? R Non.

Q Vous preniez rien que les hanks? R Oui.

Q Et le numéro du coton? R Oui.

25 Q Est-ce que le coton porte un numéro quand il est
dans la card room, est-ce qu'on connaît le count?

R Non, la hank.

Q Simplement désigné comme hank? R Hanks rooving.

Q Les personnes dont vous prépariez la paye étaient
payées sur la production connue sous le nom de
hanks? R Oui, monsieur.

1881
(1881)

Commissaire: vous avez été de temps proposé à la
présentation de la liste de 1881. A l'avenir

un an.

Invité au sein
de la commission.

Vous proposez de faire de la liste de 1881

et de la faire passer à la commission.

Il est évident que la liste de 1881

est la même.

Il est évident que la liste de 1881

est la même.

C'est à dire que la liste de 1881

est la même.

Il est évident que la liste de 1881

est la même.

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est la même.

Il est évident que la liste de 1881

est la même.

Q Faisiez-vous la conversion des hanks en livres?

R ~~Rex~~ Sur la paye des doffers.

Q Pour faire la paye des doffers vous vous occupiez de convertir les hanks en livres? R Oui.

5

Q Pourquoi? R C'était le système.

Q Le système était que tous les doffers du département soient payés en masse, en groupe?

R Oui.

Q C'est ça? R Oui.

10

Q C'est à dire que l'ensemble de leurs gages étaient mis en commun? R Oui.

Q Vous ne vous occupiez pas de répartir la somme de travail de chacun indifféremment? R Non, monsieur.

15

Q Vous entriez aussi la production qu'on vous donnait comme production? R Oui.

Q Ce n'est pas vous, c'est par l'entremise d'un messenger que vous receviez cette production?

R Dans ce temps là, c'est moi qui prenait la production.

20

Q Vous alliez lire le cadran pour prendre le nombre de hanks, vous étiez contrôlé par personne, c'était votre lecture des hanks qui était définitive, qui était enregistrée dans votre liste de paye? R Oui.

25

Q Qui servait à faire la paye? R Oui.

Q Est-ce qu'il vous est pas arrivé que la production rapportée comme pesanteur ou comme hanks ne soit pas la production sur laquelle la paye était basée, soit que vous payiez plus que la quantité rapportée ou que vous payiez moins?

30

R Non.

Q Sous votre regime vous nous dite que la production payée a toujours été conforme à la production rapportée? R Oui.

5

Q Seulement vous entriez la production rapportée dans la colonne de la liste de paye et vous entriez également la production payée? R Oui.

Q C'est bien ça? R Oui, monsieur.

10

Advenant 11.30 A.M. l'enquête est ajournée.

Advenant 11.45 A.M. l'enquête se continue.

MRE BEAUREGARD:

15

Q Vous avez actuellement devant vous la liste de paye du département de la card pour la semaine finissant 4 novembre 1933? R Oui, monsieur.

Q Je comprends que vous apparaissez comme employé, Didace Théberge, c'est vous ça?

R Oui, monsieur.

20

Q Cette page 30 que nous avons là s'occupe seulement de gens à la semaine? R A l'heure.

Q A la page 34, nous commençons à avoir les gens qui sont à la pièce? R Oui.

25

Q Vous avez là les drawing tenders, Angeline Landry, fiche de paye 191, âgée de 38 ans, 100 heures d'ouvrages, 43 sous l'entête "deliveries"?

R Ceci n'est pas de mon département, il y a deux département dans ce paye-role, les hommes ici sont dans mon département.

Q Dans la même page? R Oui.

30

Q Nous allons laissez les drawing tenders et nous allons prendre les slubbers tenders? R Oui.

1. Mr.

2. Vous avez vu que dans la pro-
position de loi sur la protection des
animaux, il y a une disposition qui
est relative à la protection des
animaux.

3. Je voudrais vous parler de la protection des
animaux. C'est une question qui est
très importante. Il y a une disposition
qui est relative à la protection des
animaux.

4. C'est une question qui est
très importante.

5. Je voudrais vous parler de la protection des
animaux. C'est une question qui est
très importante.

6. Je voudrais vous parler de la protection des
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animaux, il y a une disposition qui
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9. C'est une question qui est
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10. Je voudrais vous parler de la protection des
animaux. C'est une question qui est
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12. Je voudrais vous parler de la protection des
animaux. C'est une question qui est
très importante.

13. Vous avez vu que dans la pro-
position de loi sur la protection des
animaux, il y a une disposition qui
est relative à la protection des
animaux.

14. Je voudrais vous parler de la protection des
animaux. C'est une question qui est
très importante.

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18. Je voudrais vous parler de la protection des
animaux. C'est une question qui est
très importante.

19. Je voudrais vous parler de la protection des
animaux. C'est une question qui est
très importante.

Q Nous allons prendre les drawing slabbers tenders.
Vous avez François Gauthier, fiche 202, 24 ans, 102
heures d'ouvrage, nombre de deliveries... R C'est
le nombre de machines sur lequel il travaille.

5 Q Une machine? R Oui.

Q Sous l'autre entête deliveries? R Spindles
per.

Q Quatre-vingt quatre spindles? R Oui.

Q Dans la colonne suivante "hank or count"? R

10 R Oui.

Q Ce sont les hanks qui compte? R Oui.

Q 65 et 70, le nombre? R Oui.

Q Le nombre de hanks produites 12 & 88? R Oui.

Q Le taux à l'heure, "rate per hank"? R Oui.

Q Pour les 65 c'est ça? R Oui.

15 Q Vous avez .3010, qu'est-ce que c'est?

R 30 cts et 10 millièmes de piastres.

Q Avec un total de 31.10 comme paye? R Oui.

Q Pour cent heures? R Oui.

20 Q C'est vous qui faisiez les extensions, la réduction des hanks en piastres? R Oui.

Q A même les tables de salaires, les tarifs?

R Oui, monsieur.

Q Vous aviez en même temps la liste des salaires
de base? R Oui, monsieur.

25 Q Vous aviez ça? R Oui.

Q La catégorie dans vos helpers ce sont eux qui
aident ceux d'en haut, les drawing slabbers tenders?

R Ils aident les trois là.

Q Lucienne Turgeon, Jacqueline Garneau et
30 Marie Tremblay aident Georges Bissonnette, Luara Bizier

et Alma Bérubé? R Oui.

Q C'est à dire qu'ils font le travail sur les
mèmes machines? R C'est à dire qu'ils four-
nissent l'ouvrage à ces machines là.

5 Q C'est à dire que les aides travaillent sur
des machines distinctes, mais fournissant l'ouvrage
aux autres machines? R Oui.

Q C'est le même genre d'ouvrage? R Non.

10 Q Quelle est la différence? R C'est qu'ici
il y a des machines sur les...il y a des bobines
sur les machines.

Q Les drawing slubbers? R Oui.

Q Les slubbers? R En ont.

Q Et les drawings? R N'en ont pas.

15 Q D'après la liste de paye, les ouvriers apparais-
sent ici comme étant payés suivant le nombre de
hanks produits? R Oui.

20 Q Est-ce qu'il n'est pas arrivé à plusieurs
reprises que le total de la production des ouvriers,
dans certains cas, qui étaient mise en masse, et
divisée en nombre d'heures d'ouvrage? R Oui.

Q Quelle catégorie d'ouvriers? R Les inter-
mediates et speeders tenders and cleaners.

PAR M. LE COMMISSAIRE:

Q C'est dans quelle opération ça?

25 R C'est dans le filage.

MRE BEAUREGARD:

Q C'est dans la carn room mais c'est avant la
production du fil? R Oui.

30 Q Autrement dit le coton en sortant de ces ma-
chines là est préparé au filage? R Oui.

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SECRET

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1851

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(THEBERGE)

Q C'est la dernière opération avant le filage?

R Oui.

PAR M. LE COMMISSAIRE.

Q C'est avant le filage? R Oui.

5 PAR M. TRE BEAUREGARD: Oui, c'est la dernière opération avant le filage et c'est dans la card room.

Q Ca commence où ça? R Ca commence ici.

Q Ca commence avec Léon Belley, page 46, et ça se continue sur la page 47? R Oui.

10 Q Il y a combien de page comme ça? R ...

Q Dans ces différentes pages je vois que Léon Belley aurait la fiche de paye 340, travaillant à la piece, âgé de 28 ans, avec 120 heures d'ouvrage dans la quinzaine finissant le 4 novembre 1933, et paraîtrait avoir été payé suivant le total de sa production, une somme de \$22.20, n'est-ce pas?

15 R Oui, monsieur.

Q Qu'est-ce que c'est ce \$19.35? R C'est la somme de ces machines là.

20 Q C'est le chiffre de production? R Il a deux payes lui là.

Q Il a reçu \$19.35 et \$2.85, formant un total de \$22.20? R Oui.

25 Q Devons nous comprendre que Léon Belley, Ephrem Côté, et à la page 47, Les intermediates ^{speed} tenders and cleaners, Adolphe Gingras, 41 ans, Joseph Légaré, 43 ans, Amédée Simard 33 ans, Armand Guillemette 33 ans, Frank Lavoie 33 ans, et ça continue sur la page 48, les intermediates tenders, Laurent Michaud, René Thiberte, Zénilde Lavoie, 27 ans, Jean Baptiste Malette 23 ans, Aurel Venne, 23 ans, et à la page

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3535

(T.M. 100000)

C'est la dernière édition avant la fin de l'année.

Il y a une édition de page 47, dans les pages 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100.

Il y a une édition de page 47, dans les pages 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100.

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sulvante 49, Fernand Belly 22 ans et Alphonse Labrie 24 ans; tous ces gens là ont été payés globalement?

R Oui.

Q Sulvant la production totale du département?

R Oui, monsieur

Par M. Le COMMISSAIRE: Divisée par heures de travail?

R Oui.

PAR MRE BEAUREGARD:

Q A quoi riment toutes les entrées en regard de chacun de leurs noms, où apparemment on calcule le nombre de spindles, le nombre de hanks, le taux à l'heure des hanks, tout ça ça fini par ne pas servir? R Pour faire cette paye là, on fait un total d'argent avec les hanks de toutes les machines, ensuite on divise, on additionne le nombre d'heures on divise le nombre d'argent par le nombre d'heures, qui nous donne un taux à l'heure, ensuite on leur donne, c'est à dire on leur donnait des hanks pour que ça fasse le montant d'argent à l'heure.

Q Autrement dit vous receviez des rapports de production de tout ce département là, n'est-ce pas?

R Oui.

Q Devons nous croire que le rapport de production entré au livre est exact?

R Oui.

Q Ce rapport de production était additionné... ces divers rapports de production concernant chacune des machines étaient additionnés et mis en masse?

R Oui.

Q Et le travail de tous ces hommes là étaient rénumérés dans l'ensemble, entre la masse?

R Oui, monsieur.

Q En établissant le prix global de la production suivant le taux établi, c'est ça? R Oui.

Q Et en divisant ce prix global par le nombre globale d'heures de travail de tous les employés?

R Oui.

Q Et chacun prenant ensuite sa part suivant le nombre d'heures qu'il travaille? R Oui,

Monsieur.

PAR M. LE COMMISSAIRE: Le prix est établi d'abord par le nombre de hanks?

R Oui.

Q S'il y a tant d'argent et tant de hanks, on fait le partage et on distribue ce montant selon les heures de travail de chacun? R Oui.

PAR MRE BEAUREGARD:

Q Qui vous a donné des instructions d'agir de cette façon là?

R Monsieur

Fisher.

Q Monsieur Fiser? R Oui.

Q Quelle était sa fonction à Monsieur Fisher?

R Contremaitre.

Q M. Fisher était contremaitre de ce département là?

R Oui.

Q C'est lui qui a donné des instructions pour que la paye soit faite de cette façon là?

R Oui, monsieur.

Q De façon à ce que l'efficacité d'un homme dans la production disparaît dans l'ensemble, son efficacité pouvait apparaître dans la production globale, mais il n'avait pas l'avantage de sa production si elle était considérable? R Oui, monsieur.

2528

(100-100000-100000)

suivant la table établie, et par la suite

et en suivant ce prix Global par la suite

Global d'après de travail de tout les employés

est.

Et comme nous avons vu par la suite

nombre d'heures qu'il travaille et par la suite

monnaie.

Par M. M. CORREIA : Le prix est établi d'après

par le nombre de heures

est.

Le prix est établi d'après le nombre de

fait le travail et en distribuant ce montant selon

les heures de travail de chaque employé.

Par M. M. CORREIA :

Le prix est établi d'après les instructions d'après

ce qui est donné par les instructions d'après

travail.

Le prix est établi d'après le nombre de

heures de travail de chaque employé.

Par M. M. CORREIA :

Le prix est établi d'après le nombre de

est.

C'est la part de chaque des instructions par

que la part soit faite de cette façon

est, monnaie.

Le prix est établi d'après le nombre de

heures de travail de chaque employé.

Le prix est établi d'après le nombre de

heures de travail de chaque employé.

Le prix est établi d'après le nombre de

3599 (THEBERGE)

Q Et il n'avait pas non plus le désavantage de sa petite production, si elle était petite, en bas de la moyenne? R Non.

5 Q Il était dans la masse, ils étaient devenus des associés sur la production générale? R Oui.

Q Ca duré combien de temps ce régime, à votre connaissance? R Le temps que j'ai été là.

Q Combien de temps avez-vous été là? R Environ un an.

10 Q Et tout le temps c'était sur ses instructions que la paye était préparée? R Oui.

Q Là nous sommes en l'année 1933? R Oui.

Q Était-ce au commencement de votre régime ou à la fin? R Novembre 1933, je ne me rappelle pas quel mois j'ai commencé à être commis.

15 Q En tout cas vous avez été à peu près un an?

R Oui.

Q Quand vous faisiez ces entrées là dans le livre quant aux employés ça n'avait pas une grande signification que ceci soit vis à vis leurs noms ou non? R Non.

Q Ce qui était important c'était le chiffre de paye apparaissant en regard de leurs noms?

R Oui, monsieur.

Q Vous ne savez pas si ça été continué ou discontinué après votre départ? R Non, monsieur.

25

ET LE DIT TEMOIN NE DIT RIEN DE PLUS.

(The following sheet is 3605)

30

(1) Introduction

1961

1. It is a pleasure to report to the House that the Commission has completed its work on the subject of the land in the Channel Islands. The Commission was set up in 1959 to inquire into the land in the Channel Islands and to report on its findings. The Commission has now completed its work and has submitted its report to the House. The report is divided into two parts. The first part deals with the land in the Channel Islands and the second part deals with the land in the Channel Islands.

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2. The land in the Channel Islands is a subject of great importance to the people of the Channel Islands. It is a subject which has been the subject of much controversy and discussion. The Commission has endeavored to provide a clear and concise account of the land in the Channel Islands. The Commission has found that the land in the Channel Islands is a subject of great importance to the people of the Channel Islands. It is a subject which has been the subject of much controversy and discussion. The Commission has endeavored to provide a clear and concise account of the land in the Channel Islands.

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(2) The land in the Channel Islands

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MR. McRUER: My lord, I just want to recall Mr. King for a moment on a matter that is not contentious this time. I want to get some information from him if I can.

WILLIAM KING, recalled,

BY MR. McRUER: Q. Mr. King, in this same volume of the Canadian Textile Journal of May 1st there is an article headed "Is Japan Facing Economic Decline" --

THE COMMISSIONER: How is it headed? Read that again.

MR. McRUER: "Is Japan Facing Economic Decline". I want to direct your attention to the last article -- the last paragraph of that article, Mr. King, which reads as follows:

"Meanwhile, all this is a long hope. The Japanese trade menace hangs over Canada like the sword of Damocles. Importations of Japanese goods at prices far below Canadian production costs have not yet assumed alarming proportions, but the threat is present and markets are disturbed to that extent because under existing conditions it is extremely difficult to determine just why more Japanese goods are not being imported. It is almost a case of alarm at the menacing shadow of potential dangers from competition the reality of which is only too well known."

Did you have anything to do with this article?

A. Yes, I discussed it with Mr. Bates before it was

Mr. McNamara: My lord, I just want to recall in
 finding for a moment on a matter that is not contentious
 this time. I want to get some information from him
 if I can.

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BY MR. McNamara: Mr. King, in this same volume of
 the Canadian Textile Journal of May last there is an
 article headed "Is Japan Facing Economic Decline?" --

THE CHAIRMAN: How is it headed? --

again.

MR. McNamara: "Is Japan Facing Economic Decline?"

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 goods at prices far below Canadian production
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 but the threat is present and markets are
 disturbed to that extent because under existing
 conditions it is extremely difficult to deter-
 mine just how many Japanese goods are not
 imported. It is almost a case of a dam at
 the foot of a mountain of potential danger from
 which the water is only too ready to flow.
 Tell them."

Did you have anything to do with this article?
 A. Yes, I discussed it with Mr. McNamara before it was

published.

Q. Did you supply any of the information on which it is founded? A. Yes, I have got out some of it, yes.

5 Q. What were your sources of information on which you founded the statement that "importations of Japanese goods at prices far below Canadian production costs have not yet assumed alarming proportions"? A. Well, the material for that statement was obtained from a statement of yours in 10 Montreal at the sessions when you read out the figures of Japanese imports I think for the first two months of this year, or the first three months, I am not sure.

15 THE COMMISSIONER: We will have to put you in the box, Mr. McRuer.

MR. McRUER: I am not getting very far. I thought I was going to get a new source of information and I come back to myself. I am glad that our information was considered in this regard reliable.

20 THE WITNESS: Well, my lord, we wondered as to the extent of Japanese competition on the rayon goods in this market and we had no reliable figures till Mr. McRuer gave the figures compiled by the Dominion Bureau of Statistics.

25 THE COMMISSIONER: They were not hand-picked?

THE WITNESS: Not hand-picked, no, sir.

30 BY MR. McRUER: Q. I was just curious to know on what you had founded this conclusion because we are searching for any information we can get on that subject matter, but it was on information that came

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out at the Textile Inquiry? A. Yes, and I think our observation is quite sound because a report has just been issued by the Tariff Board in connection with the budget, and I think the production of rayon fabrics in Canada in 1935 amounted to thirty-five or thirty-eight million yards and the importations during the first two months of this year were much less than one million yards.

Q. Were which? A. Less than one million yards, the importations of rayon fabrics.

Q. So, so far as your observation goes it does not appear to be alarming at the present time?

A. The imports are not alarming, but the textile business is like some other businesses in as much as market conditions are reflected some time ahead; that is, if there is a threat of Japanese competition in this market the manufacturer of dress goods from rayon won't buy in Canada when there is a prospect of buying cheaper in Japan, and all that tends to unsettle the ^{forward} placing of orders and causes the mills to curtail operations.

Q. I was inclined to agree with that view myself in Montreal when I was trying to get Mr. Gordon to admit that the closing of a mill would probably alarm the trade, and thinking they were going to get goods cheaper from Japan. It was an advertisement for the Japanese.

MR. GEOFFRION: The Japanese do not need advertising.

MR. McRUER: They probably don't need it but they

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out at the Seattle meeting? Yes, and I had
our observation in the same place a report has
just been issued by the Seattle Board in connection
with the present, and I think the production of money
figures in Canada is just connected to thirty-five
or thirty-eight million yards and the importance
during the first two months of this year were much
less than one million yards.

Q. Were they? A. Less than one million yards
the importance of these figures.

Q. So far as your observation goes is
does not appear to be standing at the present time?
A. The figures are not alarming, but the Seattle
business is like some other business in as much as
market conditions are reflected some time ahead;
that is, if there is a threat of increased competition
in this market the manufacturer of dress goods
it is not that they in Canada then there is a
prospect of being cheaper to Japan, and all the
tends to unstable conditions in Japan and Europe
the ability to control operations.

Q. I was inclined to agree with you that there
in Montreal when I was asked to get on. London is
about that the closing of a mill would seriously
alarm the trade, and thinking they were right. But
goods cheaper than I am. It was an advertisement
for the Japanese.

Q. Should the Japanese be not have adver-
A. I think they should have it not

probably get a lot. That is all, I just wanted to know if you had any other information.

THE WITNESS: Only your returns.

5 BY MR. GEOFFRION: Q. The Japanese know pretty well what is happening in Canada? A. Yes, they are very familiar with this. Some time ago, last year, I wrote two or three articles on the extent of Japanese competition in this market and about a week afterwards we had requests from the Japanese
10 legation in Ottawa to subscribe to the Canadian Textile Journal, two or three copies, so apparently they were sending them abroad.

MR. McRUER: Probably you might increase your world circulation by writing articles on other
15 countries of the world, Mr. King. Thank you.

EDGAR PARROTT, sworn,

EXAMINED BY MR. McRUER:

20 Q. Mr. Parrott, in what department are you employed with the Dominion Textile Company?

A. I work in the office.

THE COMMISSIONER: In what?

BY MR. McRUER: Q. In what office?

25 A. In the main office.

THE COMMISSIONER: He says he works in the office?

MR. McRUER: Yes, my lord. Stand back a little and speak out. Stand back that way further; I can
hear you.

30 Q. That is in the branch office, what Mr. Holiday called the branch office? A. That is right.

Probably got a lot. That is all. I have wanted
to know if you had any other information.

BY MR. BRIDGES: Did you find them?

BY MR. BRIDGES: The Japanese have found
what is mentioned in your report. Yes, they

are very familiar with this. Some time ago, last

year, I wrote two or three articles on the extent

of Japanese domination in this market and about a

week afterwards we had news from the Japanese

legation in regard to subsidies to the Japanese

textile industry, two or three copies, as a result of

they were sent to the Bureau.

BY MR. BRIDGES: Did you find them?

They are mentioned in your report. Yes, they

are mentioned in the report, Mr. Bridges. Thank you.

THE END OF THE MATTER.

RECORDED BY MR. BRIDGES:

.. Mr. Bridges, in your report you say

employed with the Japanese textile company?

A. I was in the office.

THE CHIEF OF BUREAU: Is that all?

BY MR. BRIDGES: Is that correct?

A. Is that correct?

THE CHIEF OF BUREAU: Is that all?

MR. BRIDGES: Yes, Mr. Bridges, thank you.

THE CHIEF OF BUREAU: Thank you, Mr. Bridges.

Thank you.

.. That is in the French office, Mr. Bridges.

A. That is correct.

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BY THE COMMISSIONER: Q. Not in the main office?

A. In the main office at Montmorency.

Q. The branch of the company --

BY MR. McRUER: Not in the mill office?

A. No.

Q. So that you are under Mr. Holiday?

A. That is right.

Q. And you have had, as part of your duties, to compile a summary of piece work earnings?

A. I have.

Q. From what do you compile the information contained in the summary of piece work earnings?

A. I take the hours and the wages from the pay rolls and the production from the pay rolls -- from the reports.

Q. You are furnished by the mill office, I take it, with production reports?

A. That is right.

Q. You are furnished with a list of hourly rates for rate workers, or does that come into this at all? It doesn't come into this at all, does it?

A. The basis shown on the summary; they are at the present time, in the old days they were not.

THE COMMISSIONER: You are talking of hourly rates, not piece rates?

MR. McRUER: I think I made a mistake, my lord.

Q. The summary that we have here in this large book is a summary of piece work earnings, is it not?

A. Yes.

Q. This is piece work earnings; it has nothing to do with the employees who are on rate work?

A.

BY THE COMMISSIONER: Not in the main office?
A. In the main office at Montserrat.
Q. The branch of the company --
BY MR. ROBERT: Not in the mill office?
A. No.
Q. Do they have under Mr. Petroff?
A. That is right.
Q. And you have had, as part of your duties,
to compile a summary of piece work earnings?
A. I have.
Q. From what do you compile the information
contained in the summary of piece work earnings?
A. I take the hours and the wages from the pay rolls
and the production from the pay rolls -- from the
pay rolls.
Q. You are furnished by the mill office, I take
it, with production reports?
A. That is right.
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for rate workers, or does that come into this at all?
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Q. This is piece work earnings; it has nothing
to do with the employees who are on rate work?

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A. That is right.

Q. So that we want to keep that clear distinction; now, for the information that is contained in this book you get from the mill office -- that is under Mr. Fleming, is it not, the mill office? A. Yes.

Q. You get from that office what reports in order that you may compile the information in this book? I want the ones you get from Mr. Fleming first; if there are others we will get them. A. When

this summary was made up in 1934 each department in the mill had a separate office; the clerks in this department made the pay rolls.

Q. Let us get away from 1934. I happen to have picked upon 1934, I want to get how it is done now and then we will go back? A. This summary is entirely different from the pay roll we have at present. It is not entirely different, but to a great extent different.

Q. Just let us get at what you have at the present time and we will go back then. Come right up to the last summary that we have here. I don't believe April 11th is quite complete in this book so we will take the last one in March, March 26th, and have a complete one -- the 28th, rather. Now, taking the summary of the pay roll of March 28, 1936 tell me where you get your information to compile this summary? A. The hours and the wages comes from the pay roll.

Q. The hours worked? A. That is right.

A. Yes, in 1934.

Q. So that we want to keep that clear distinction now, for the information that is contained in this book you got from the Mill Office -- that is under Mr. Manning, is it not, the Mill Office? A. Yes.

Q. You got from that office what reports in order that you may compile the information in this book? I want the ones you got from Mr. Manning first; is that right? A. Yes.

Q. This summary was made up in 1934 such department in the Mill had a separate office; the clerks in this department made the pay rolls.

Q. Let us get away from 1934. I happen to have picked upon 1934. I want to get him it is gone now and then we will go back? A. This summary is entirely different from the pay roll we have at present. It is not entirely different, but to a great extent different.

Q. Just let us get at what you have at the present time and we will go back then. Come right up to the last summary that we have here. I don't believe April 15th is quite complete in this book as we will take the last one in March, March 28th, and have a complete one -- the 28th, rather. Now, taking

the summary of the pay roll of March 28, 1936 tell us the hours and the wages

from the pay roll.

Q. The hours worked?

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Q. Are taken from the pay roll? A. Right.

Q. That is those large pay rolls. Can we have the last pay roll and carry it through? Have we got that? A. This is the first.

5 Q. Yes; now, to get the hours, the total hours, you go to the pay roll. For instance, we have got here, page two, under the heading mechanical, scourers, 120 hours; that is the total of all scourers that are shown in the pay roll, is it, the
10 total number of hours/~~of~~ all scourers worked?

A. We have scourers and scourer helpers.

Q. 120 are scourers? A. Yes.

Q. Scourer helpers, there are 300 hours?

A. Yes.

15 Q. So that is the total hours of all helpers that are under that classification of occupation?

A. That is right.

Q. This is under the column, total wages earned; is this the total of all wages that were paid for the
20 120 hours worked by the several scourers?

A. That is right.

Q. That is taken from the pay roll?

A. That is taken from the pay roll.

25 Q. And the pay roll is compiled in Mr. Fleming's office and passed to you, is it? A. Well, it is not exactly Mr. Fleming's office; it is under Mr. Gariepy at present.

30 Q. Mr. Gariepy works under Mr. Fleming, doesn't he? A. Yes.

Q. Then, the basic wage, 55 hours, where does

Q. And then from the very first?

Yes; now, to get the hours, the total hours.

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2. So that is the total number of all persons

.. 1937 is 1937 ..

.. This is under the column, total wages earned.

and not less over that number in a later and still a

11. How. A. 11. at. day of March has with

that come from?

A. That comes from the sheets prepared by Mr. Holiday, the rate sheets he prepares.

Q. Are you supplied with up to date rate sheets by Mr. Holiday?

A. Those bases are checked each fortnight.

Q. I see. Then, the average wage per operative, 55 hours, where did you get that figure?

A. I worked that myself.

Q. You worked that yourself? A. Yes.

Q. That is simply the division of the 120 into -- or not the division -- 120 into \$32.90 and multiplied by 55? A. That is right.

Q. That is the average wage per operative. Then, the amount of average wage paid over basis; that column, that is just the difference between the basic wage and the average wage paid?

A. Right.

Q. You worked that out, your own computation --

THE COMMISSIONER: Tell me right here, what do these people do?

MR. McRUER: Scourers.

BY THE COMMISSIONER: What do they produce?

A. They do not produce.

Q. What is their occupation? A. They

work on the machinery; I don't know exactly what they do; I believe on cleaning machinery.

Q. They are paid by the hour? A. No, they are paid by the machine.

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MR. McRUER: This is all piece work, my lord.

THE COMMISSIONER: This isn't a case of piece work and subdividing it into hours for payment, that is, the whole of that work is paid with so much money? What is the basis on which that is paid for since there is no production?

MR. McRUER: It is shown in the pay roll, my lord. They are all on frames, and slubbers, and the different pieces are paid.

THE COMMISSIONER: You mean the different pieces of machinery have a pay attached to them?

MR. McRUER: Each worker is paid for a different piece of machinery.

THE COMMISSIONER: How is he paid?

MR. HEWARD: By the number of machines cleaned?

THE COMMISSIONER: This is cleaning?

MR. HEWARD: This is the mechanical department, your lordship.

THE COMMISSIONER: I see, it is cleaning. This amount of cleaning is what is being paid for; that is right?

MR. McRUER: Yes. I think it is shown in this black book we have.

THE WITNESS: I am not sure if it is exactly cleaning.

MR. HEWARD: Scouring.

BY THE COMMISSIONER: Q. The amount of scouring is what they are paid for? A. Per machine.

MR. McRUER: We might just as well clear that up.

BY THE COMMISSIONER: Q. When you are establishing

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the payment in the office you generally base it on something produced? A. I believe this is the only case of this kind where we have piece work.

Q. This is a case where you call it piece work when it is not piece work? A. It is piece work but there is no production.

MR. McRUER: In the black book, my lord, there is a heading, scouring, under titles and occupations, and it has two men, piece work and the weekly wage for 68 hours, that is, the basic wage is \$15.00, and five boys -- they are helpers, are they?

A. Scourer helpers.

Q. Then, there is the detail of the piece work that is done by these men with an estimate of the scouring time --

THE COMMISSIONER: There is a detail of the piece work; what does it read like?

MR. McRUER: It has the heading piece work, scouring time and the machine in one column.

THE COMMISSIONER: But your piece work goes back to scouring time?

MR. McRUER: This is their estimate of how long it should take. For instance, a long lattice machine for one hand to scour it, they have $1\frac{1}{2}$ hours under that.

THE COMMISSIONER: Then, is the piece based on the $1\frac{1}{2}$ hours work; is that it?

MR. McRUER: No, the rate per machine; a man gets \$4091.

THE COMMISSIONER: For doing what?

the amount is the same as the amount of the work
something produced? A: I believe that in
the only case of this kind where we have piece work
A: This is a case where you call it piece work
when it is not piece work
But there is no production.
MR. MORTIMER: In the piece work, my lord, there is
a heading, accounting, under titles and descriptions,
and it has two men, piece work and the weekly wage
for 48 hours, that is, the basic wage is \$15.00,
and five boys -- they are helpers, are they?
A: Helper helpers.
A: Then, there is the detail of the piece work
that is done by these men with an estimate of the
accounting time --
THE COMMISSIONER: There is a detail of the
piece work; what does it read like?
MR. MORTIMER: It has the heading piece work,
accounting time and the machine in one column.
THE COMMISSIONER: But your piece work has
lead to accounting time?
MR. MORTIMER: This is the estimate of the work
it should take. For instance, a long letter
machine for one hour to account it, they have 15 hours
the 15 hours work; is that it?
MR. MORTIMER: No, the rate is not constant; it is
the 15 hours work; is that it?
THE COMMISSIONER: P. R. BRYDIE & CO.

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MR. McRUER: For scouring one machine.

THE COMMISSIONER: I see.

BY MR. McRUER: Q. That is right? A. That is right.

5 Q. Then, all the other machines are set out here; that is for scouring that particular type of machine --

THE COMMISSIONER: Each machine has a different figure.

10 MR. McRUER: Each machine has a different figure, my lord.

15 Q. This computation in the columns amount of average wage, 55 hours, paid over base, or the amount of average wage paid under base, is a computation by yourself? A. Yes.

Q. Then we come to the column, actual production, and the next column, production paid for. Where do you get the information for those two columns?

20 A. The actual production is taken from the fortnightly report and the production paid for from the pay roll.

Q. Now, just tell me what the fortnightly report is? A. It is a report covering all production for that special department.

25 Q. Coming from whom? A. Coming from the clerks upstairs, also Mr. Fleming's clerks.

Q. How long have you been on this job, Mr. Parrott? A. I believe it was in the summer of 1928.

30 Q. The summer of 1928; then, we are not going

3015
Hartford

MR. HOBBS: For securing one machine.

THE COMMISSIONER: I see.

BY MR. HOBBS: That is right?

Right.

Q. Then, all the other machines are not out

here; that is for securing that particular type of

machine --

THE COMMISSIONER: What machine was it?

Victor.

MR. HOBBS: That machine has a different figure

my lord.

Q. This computation in the column amount of

overage was paid under base, is a computation

of overage was paid under base, is a computation

by yourself?

A. Yes.

Q. Then we come to the column, actual production

and the next column, production paid for.

do you get the information for those two columns?

A. The actual production is taken from the fortnightly

report and the production paid for from the pay roll.

Q. Now, just tell me what the fortnightly

report is.

A. All production for that special department.

Q. Coming from whom? A. Coming from the

department, also the production of the

Q. How long have you been on this job, Mr.

Purrott?

A. I believe it was in the

summer of 1928.

Q. The summer of 1928; then, we are not going

back beyond your time, anyway. So that you get a report of production of the piece workers; that is piece workers production? A. That is right.

5 Q. And you summarize that under the different headings, do you? K. That is right.

Q. And enter the total in this column, actual production, and you have a sub-column, quantity, and hanks, pounds, etc. in the other column?

A. Right.

10 Q. Now, if we can take some illustrations from the analysis here. Of course, on the machines we haven't anything in these two columns, that is, the people that are working on the machines. Is there any reason why they should not? I suppose the reason is that the work on the machines is varied according to the type of machine and that would make it very difficult to report the number of machines they secured? A. I believe there is no report covering that.

20 MR. BAILLANTYNE: There is something we did not quite understand, a reply you made. You were asked, I think, whether --

THE COMMISSIONER: I do not understand you.

25 MR. BAILLANTYNE: I am not quite sure I understood a question and answer of this witness, my lord, and I wanted to ask him again if I might.

THE COMMISSIONER: You had better clear it up.

30 BY MR. BAILLANTYNE: Q. You were asked about the fortnightly production report that you got, and whether that applied only to the piece workers'

back beyond your time, anyway. So that you get a
report of production of the three workers; that is
place where production?

4. And you summarize that under the different
headings, do you?

5. And enter the total in this column, actual
production, and you have a sub-column, quantity,
and hence, volume, etc. in the other column?
A. Right.

6. Now, if we can take some illustrations from
the analysis here. Of course, on the machines we
haven't anything in these two columns, that is, the
people that are working on the machines. Is there

any reason why they should not be in these two columns?
Reason is that the work of the machine is varied
according to the type of machine and that would make
it very difficult to report the number of machines
they secured?

A. I believe there is no
report covering that.
Q. Now, what is there in something, we did not
put in the report, a reply you made. You were asked,
I think, whether --

THE CHAIRMAN: I do not understand you.
Q. Now, I am not quite sure I understand
a question and answer of this kind, of fact, and
I cannot see how it is I should.

THE CHAIRMAN: You had better clear it up.
BY MR. BRYDIE: I was asked about the
total fully production report that you got, and
whether that would only be the place where,

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production or to all production and I was not quite clear on your answer? A. No, I believe there are some cases where the worker is paid by the hour where he makes production.

5 BY MR. MCNEER: I just want to make sure, now. I was checking what reports you got. You get reports of production that is done by the piece workers which I took it that you understood to be piece workers' production; is that correct or isn't it? 10 A. If I had a report, but to generalize -- there are so many reports. As a rule it is piece work.

Q. When you are making them up you add up those figures and enter in the column here, actual production, and this is in a fortnightly summary of piece work earnings. Now, I would like to know why you would enter anything in that summary that was not a summary of actual production of piece workers? 15 A. I take the total production shown on the summary -- on the report.

Q. Have you got those reports? A. I haven't got any here.

Q. It is most important that we should have them. I furnished my friends with a list last week of the matter that I was going to investigate, and I would certainly like to have the reports of actual production, especially in regard to all these items that are shown on the list. You saw the list, did you not? 25 A. No.

Q. It was not shown to you? A. No, sir. 30

production or to all production and I was not doing
clear on your memory? A. No, I believe there
was some cases where the worker is paid by the hour
where he makes production.

Q. Mr. Bradie: I just want to make sure, now.
I was speaking about reports you got. You got
reports of production that is done by the piece
workers which I took it that you understood to be
piece workers' production; is that correct or isn't
it? A. If I had a report, and I generally
do -- there are no such reports. As a rule it is

Q. When you are asking them up you get up there
figures and enter in the column name, actual pro-
duction, and then in a general way you get up
piece work. Now, I would like to know
why you would be so asking in that manner that
was not a summary of actual production of piece
workers? A. I took the actual production

and on the memory -- of the workers.
Q. Have you got those reports? A. I have
for the time.
Q. It is not important that we should have
them. I am interested in the fact that you
took of the report that I was asked to investigate
and I still remember that we have the report

Q. I am not sure that we have the report
to see how that was done in the list. You see
it was not shown to you.

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PART 17

3618

Parrott

Q. Well, there is a sheet provided first for a fortnightly report of production of piece workers?

A. It isn't headed piece workers, it is a fortnightly production report.

Q. Yes, but it is used by you in compiling your actual production on the piece work earnings summary?

A. That is right.

Q. You regarded it as a statement of the actual production of the piece workers? A. No, I did not.

Q. Well, you used it to enter on this sheet, did you? A. Yes, I did.

Q. Alright; then, if you did not regard it as a statement of the actual production of the piece workers why did you use it to enter on these sheets? A. Because it covers the actual production in the mill.

Q. Well, it doesn't cover all the production of the hour workers, does it? A. I cannot think of any special instance at the moment.

Q. Would hour workers be put on these production sheets, would their production be put on these production sheets? A. I believe it does happen.

Q. Well, you say you believe it does happen, but the report is a report of piece work earnings, of piece workers' production, is it not? A. No, it is supposed to be a report of production.

Q. The total production of the mill? A. The total production of that department; there are so many different ones.

Q. Regardless of whether they are hour workers or

Page 18
Exhibit

Q. Well, there is a sheet provided time for

a fortnightly report of production of piece workers?

A. If I don't have piece workers, it is a fortnightly

report.

Q. Yes, but it is used by you in compiling your

total production on the piece work earnings summary?

A. That is right.

Q. You recorded it as a statement of the actual

production of the piece workers? A. No, I did not.

Q. Well, you used it to enter on this sheet.

A. Yes, I did.

Q. All right; then, if you did not regard it as a

statement of the actual production of the piece

workers why did you use it to enter on these sheets?

A. Because it covers the actual production in the

mill.

Q. Well, it doesn't cover all the production of

the mill workers, does it? A. I cannot think

of any special instance at the moment.

Q. Could your workers be put on these production

sheets, could their production be put on these

production sheets? A. I believe it does help

Q. Well, you say you believe it does help, but

the report is a report of piece work earnings, of

piece workers' production, is it not? A. No, it

is supposed to be a report of production.

Q. The total production of the mill?

A. Total production of the department; there are no

other departments.

Q. Is there any other department in the mill?

not? A. As a rule hour workers do not produce.

5 Q. As a rule hour workers do not produce; well then, let us start and deal with the ones that we have got on this list. We have got the cotton cards on here; under the cotton cards we have four -- what is d-e-l-y-s? A. Deliveries.

Q. Five deliveries, and we have total hours produced and total wages earned --

10 MR. HEWARD: Not total hours produced.

BY MR. McRUER: Q. Total hours worked, total wages earned, basic wage and we have the average wage per operative, 55 hours, and we have the amount over or under the basis, and we have 4,858 hanks. Now, 15 that is under the quantity --/the actual production; and this is the production paid for, 4,856 -- is it hanks? A. Yes, that is right.

Q. Are there no hour workers in that?

A. Drawing tenders, no, sir.

20 Q. Take the slubber tenders; there is 245,280 pounds, and 245,278 pounds paid for; any hour workers in that? A. I believe not; I can

tell by looking at the pay roll.

25 Q. Now, I am getting into details that I am afraid I did not intend to at the moment. How long was this system of making up the pay roll, or making up the piece work earnings summary followed; how long has it been followed? A. You have all the summaries here?

30 Q. Yes.

A. As a rule hour workers do not

Q. As a rule hour workers do not produce; well

then, let us start and deal with the ones that we

have got on the list. We have got the union

cards on here; under the cotton cards we have four --

What is 4-0-1-2-3?

C. Five deliveries, and we have total hours

produced and total wages earned --

A. Under the basic, and we have 4,888 hours.

BY Mr. McRae: Total hours worked, total

wages earned, basic wages and we have the average wage

per operative, 55 hours, and we have the amount over

or under the basic, and we have 4,888 hours. Now,

this is

this is the production paid for, 4,888 -- is it

hence? A. Yes, that is right.

Q. Are there no hour workers in there?

A. Working tenders, no, sir.

Q. Take the alpher tenders; there is 345,380

pounds, and 345,378 pounds paid for; any hour workers

in there? A. I believe not; I can

tell by looking at the pay roll.

Q. Now, I am getting into details that I am sure

I did not intend to at the moment. Now, how was this

agreed or working up the pay roll, or what was the

piece work earnings summary; follow me; how long was it

been followed? A. You have all the summaries

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THE COMMISSIONER: I think we had better adjourn
until two o'clock.

THE WITNESS: This is about the first, I think.

-- The Commission adjourned at 12.30 p.m., Thursday,
May 7th, 1936, to resume at 2 o'clock p.m. Thursday
May 7th, 1936.

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2012-1

THE FOLLOWING I think we had better at town

and in a town.

THE FOLLOWING I think we had better at town

THE FOLLOWING I think we had better at town
and in a town.
and in a town.
and in a town.

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AFTERNOON SESSION

-- The Commission resumed at 2.05 P.M.

--

EDGAR PARROTT, EXAMINATION BY

MR. McRUER, (Resumed):

Q. At the adjournment I had just asked you, Mr. Parrot, when the present system of making up this summary of piece work earnings had been initiated, and I think you told me it started with the payroll of January 19th, 1935? A. I think that is the first one.

A. I am not going to bother you at the moment with the change that was made at that time, but I will come back to that just in a few minutes. I see that at the present time a system prevails whereby the piece-work production is broken down in many instances rather than being shown in totals; for instance, take on the spinners on this payroll of March 23th, 1936, page 2, the ring weft spinners, you have the data classified except in the columns "Actual production" and "Production paid for", and you have a reference there "See Page 8"? A. That is right.

Q. And, on page 8, we find detail of ring weft spinners set out under, - what are these figures 7, 12, and 14? A. That is the counts of the yarn.

-- The Commission ordered at 3.00 p.m.

RECEIVED, 1910

Mons. R. (continued):

At the adjournment I had just asked you,

Mr. Bennett, when the present system of making up this

summary of piece work earnings had been initiated,

and I think you said we started with the payroll

of January 1st, 1909? ... I think that is the

first one.

I am not going to bother you at the moment

with the account that was made at that time, but I will

come back to that just in a few minutes. I see

that at the present time a system of making up earnings

the piece-work production is shown down in many

instances rather than being shown in reverse; for

instance, take on the earnings on this payroll of

March 1st, 1910, page 2, the first half earnings,

you have the date of payment at the end of the

"Actual production" and "Production this year," and you

have a reference there to page 2.

and, on page 3, the total result of this year

earnings and cost of work, - what are those figures

7, 10, and 14? ... that is the account of the year.

3621

Parrot

Q. Under the counts of the yarn, so that you have the production detail, according to the counts?

A. That is right.

5 Q. Yes. Now, can you tell me the date on which that system of breaking down these facts was initiated? Probably it would be following January 17th, 1936? A. The pay roll ending January 18th.

10 Q. Oh, yes. Did you see this circular letter that is produced here at that time? Was that drawn to your attention? A. It was drawn to my attention. I am not sure that I saw the letter itself.

15 MR. HEWARD: What is the date of the letter, Mr. McRuer?

MR. McRUER: January 17th, 1936. I asked Mr. Holiday when he was in the box, my lord, to produce any correspondence that they had in regard to this matter of reports of production reported and production paid for, as to the change that had been made, and Mr. Holiday had produced this correspondence, and, with your lordship's permission, I should like to read it now so that I may deal with it with this witness.

20 The first is a letter dated the 16th of May, 1935, a circular letter from the Dominion Textile Company, Limited, to the Dominion Textile Company, Montmorency branch.

25 "Dear Sirs:

30 We enclose herewith a copy of new form 260-A to be used for your piece-work earnings

Under the terms of the plan, as that you
have the production detail, according to the country?
A. That is right.

Q. Yes. Now, can you tell me the date on
which that system of breaking down these facts was
initiated? Probably it would be following January
15th, 1938? A. The pay roll ending January 15th.
Oh, yes. Did you see this circular letter
that is produced here at that time? Was that drawn
to your attention? A. It was drawn to my attention.

I am not sure that I saw the letter itself.
MR. HARRIS: What is the name of the letter, Mr.
HARRIS?

Holiday when he was in the box, my lord, to produce
any correspondence that they had in regard to this
matter of reports of production reported and production
main for, as to the change that had been made, and Mr.
Holiday had produced this correspondence, and, with
your lordship's permission, I should like to read it
now so that I may deal with it with this witness.
The first is a letter dated the 10th of May, 1938,
a circular letter from the Dominion Textile Company,
limited, to the Dominion Textile Company, Moncton, New Brunswick.

"Dear Sirs:

We enclose herewith a copy of new form

summary.

Please requisition the Stores Department
for one pad and commence using same on your next
payroll."

5 And attached to it is a sample sheet, for use in this
book, I take it.

THE WITNESS: Yes, it is.

10 MR. McRUR: I beg your pardon, my lord; there was
a prior letter to that. I made a mistake in the year,
January 10th, 1935, headed:

"Pay-Roll Piece-Work Summary,

15 Commencing at once we wish you to show the
following information on the above summary
in addition to that which is already being shown
thereon:

Basic Wage 55 Hours,
Average Wage 55 Hours paid over Basis
Average Wage 55 Hours paid under Basis.

20 Please use the headings as shown below
and in the same order:

1. Occupation
2. Total Hours,
3. Total Wages Earned,
4. Basic Wage 55 Hours
5. Average Wage per Operative 55 Hours,
- 25 6. Average Wage 55 Hours paid over Basis
7. Average Wage 55 Hours paid under Basis.
8. Actual Production,
9. Production Paid For."

Then another circular letter dated January 17th, 1936.
This is addressed to Mr. Holiday, Dominion Textile
30 Company Limited, Montmorency Branch:

5 "We have been very much surprised to find
that at more than one mill a condition existed
where the memo on the pay-roll showed the total
production paid for balanced exactly with the
total produced but upon our checking each in-
dividual count, hank, etc. we found a great many
cases showing the amount paid for being over and
under the figures for the counts as shown on the
10 production reports.

 This condition must be corrected at once
and no excuse can be accepted for further errors
of this nature.

15 In future we wish shown on the pay-roll
the amount produced and the amount paid for,
for each individual hank, count, etc., and also the
styles for the weave room.

 Please acknowledge these instructions."
20 And then the letter acknowledging that dated January
18th, 1936.

 BY MR. McRUER: Q. So that it will be following
this last letter of January 17th, 1936, that you
commenced showing the details of how the production
25 produced, and the production paid for would be made up;
it would be following that letter? A. That is
right.

 THE COMMISSIONER: You are putting that correspondence
30 in, Mr. McRuer?

 MR. McRUER: The whole of the correspondence, yes.

"I have been very much surprised to find
that it was not until a certain time
that the law of the country was made

product of the law for business exactly with the
total produced and then our countrymen, each in

dividual cases, bank, etc. we found a great many
and a number of the cases were for taking over the
country and the law for the country as a whole on the
production of the law.

This condition must be corrected at once
and no more can be seen for further errors
of this nature.

It is true that the law on the subject
the subject produced and the subject of the law
for each individual bank, court, etc., and also for
the law for the whole country.

These conditions are the conditions."
and then the law is corrected and the law is
the law.

It is true that the law is still in the
this law is the law of the law, that the
countrymen are the law of the law, and the
countrymen are the law of the law, and the
countrymen are the law of the law, and the

It is true that the law is still in the
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THE COMMISSIONER: That will be Exhibit 196.

MR. McRUER: It is composed of letters from the Montreal Office of the Dominion Textile Company Limited, Montmorency branch, dated January 10th, 1935, May 16th, 1935, January 17th, 1936, and a reply from the Montmorency Branch to the Montreal Office, dated January 18th, 1936.

EXHIBIT 196: Correspondence between Montreal Office of Dominion Textile Co. and the Montmorency Branch re pay-roll piece-work earnings summary.

BY MR. McRUER: Q. Do you know yourself what the difficulty was that brought about this change whereby the production paid for and production reported was broken down into the individual counts, or styles, or whatever it might be?

A. I don't quite understand.

Q. Do you know what the difficulty was that brought about this change whereby you reported in greater detail how the production reported and production paid for was made up, and was this change made outside of the fact that you got instructions from the Head Office which are contained in the letter which I read to you.

THE COMMISSIONER: You had better refresh his memory as to what the letter complains of.

THE WITNESS: I understand the letter perfectly all right. We made this summary just following this letter.

The following is a list of the names of the persons who have been

admitted to the office of the Dominion Textile Company

limited, Montreal branch, dated January 1st, 1935,

and a copy of the same is being sent to the Montreal office, dated

January 1st, 1935, and a copy of the same is being sent to the Montreal office, dated

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January 1st, 1935, and a copy of the same is being sent to the Montreal office, dated

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Q. Yes, I know, but the letter complains that the summary had shown that the production paid for and production reported had balanced, but on analysis further checking, it had been shown that it did not balance; the letter says that sometimes it was over and sometimes it was under. Now, do you know anything about that? Do you know anything about the difficulty that arose there? A. Previous

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to this we showed the totals; the total production paid for and the totals on the report.

15

Q. Yes? A. And if they balanced we let the matter drop at that; we showed it that way on our summary. The Montreal Office evidently checked up each individual count or style, as the case may be and they found there were some over and some under.

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Q. Notwithstanding the fact that your figures showed they balanced? A. Our totals balanced.

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Q. Your totals balanced, I see. Well then, was there no discussion, personal discussion about it with you before that letter was written; were you not called upon for an explanation as to why those discrepancies occurred? A. I was unaware of any discrepancy.

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Q. You were not aware of any discrepancy? A. No.

Q. Well then, I want to go back now to the form that prevailed before 1935, - before January, 1935, and I might as well have reference to the record

I have prepared.

5 I have prepared, my lord, a statement which I just dictated from this book, of the first three months of each year from 1932 to 1933, of instances of where there was more than one per cent. variation between production reported and production paid for, and I wish to have the witnesses, if I might, explain these, and I have furnished a copy to my friends.

10 THE COMMISSIONER: Was the variation all the one way?

MR. McRUER: Well, on the first two pages I think there are probably 40 different variations and, in one instance,--

15 THE COMMISSIONER: Do they show the amount paid for as less than the amount produced?

MR. McRUER: Of the 40 instances on the first two pages, my lord, there is one that shows the amount paid for was over the amount produced.

20 THE COMMISSIONER: And the other 39 showed?

MR. McRUER: The others are under.

I might give your Lordship a copy of this, if your Lordship desires to follow me.

25 THE COMMISSIONER: Perhaps I could follow it better if I had a copy.

MR. McRUER: Yes, my Lord.

MR. HEWARD: There are some changes in this, Mr. McRuer.

30 MR. McRUER: Mr. Heward points out to me

I have prepared.

I have prepared, my lord, a statement which I

just dictated from this book, of the first three

months of each year from 1880 to 1883, of instances

of where there was more than one per cent. variation

between production reported and production paid for,

and I wish to have the witnesses, if I might, explain

them, and I have prepared a list of 40 instances.

THE CHARTERED ACCOUNTANT: Was the variation on all the one

Mr. BRYDIE: Well, on the first two pages I

think there are probably 40 different variations

and, in one instance,--

THE CHARTERED ACCOUNTANT: Do they show the amount paid

for as less than the amount produced?

MR. BRYDIE: Of the 40 instances on the first

two pages, my lord, there is one that shows the

amount paid for was less than the amount produced.

THE CHARTERED ACCOUNTANT: And the other 39 showed?

MR. BRYDIE: The others are under.

I might give your lordship a copy of this, if your

lordship desires to follow me.

THE CHARTERED ACCOUNTANT: Perhaps I could follow in

better if I had a copy.

MR. BRYDIE: Yes, my lord.

THE CHARTERED ACCOUNTANT: There are some changes in this,

Mr. BRYDIE.

MR. BRYDIE: Mr. BRYDIE points out to me

that there are some instances where he says the figures are not right.

MR. HETARD: Not correctly taken from the book.

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MR. McRUER: I dictated them from the book right on to the machine and it may have been that I gave them wrong; but I will have them corrected so that we are both agreed as to what is right.

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BY MR. McRUER: Q. Now, prior to 1935, you had in the summary of piece-work earnings, - you did not record, to begin with, the basic wage? A. No.

Q. The basic wage does not appear in this summary? A. No.

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Q. But you did record the average wage for 55 hours? A. That is right.

Q. Then you had a column "Production reported" and "Production paid"? A. That is right.

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Q. And then you had two other columns, "Percentage over," and "Percentage under"? A. That is right.

Q. Now, did you make the extensions of the percentage over and the percentage under? A. I did.

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Q. Can you tell me why you had a column that showed percentage over, or one that showed percentage under? A. No.

Q. You do not know why that was worked out? A. Just on instructions.

30

Q. From whom did you get the instructions to show the percentage over or the percentage under? A. I used the same form as my predecessor.

Q. Now

Q. Now

that there are some instances where he says the

figures are not right.

MR. BRYDIE: Not correctly taken from the book.

MR. BRYDIE: I dictated from the book right

on to the machine and it may have been that I have

them wrong; but I will have them corrected so that

we are both agreed as to what is right.

MR. BRYDIE: Now, prior to 1930, you had

in the summary of piece-work earnings, - you did

not record, to begin with, the basic wage? A. No.

The basic wage does not appear in this

summary? A. No.

Q. Did you also record the average wage for 30 hours

Q. That is right.

Q. Then you had a column "Production reported"

and "Production paid?" A. That is right.

Q. And then you had two other columns, "Percentage

over," and "Percentage under?" A. That is right.

Q. Now, did you make the distinction of the per-

centage over and the percentage under? A. I did.

Q. Can you tell me why you had a column that showed

percentage over, or one that showed percentage under?

A. No.

Q. You do not know why that was worked out? A. That

was the function.

Q. From when did you get the instructions to show

the percentage over and the percentage under?

A. I think that was from the beginning.

Q. I see, that had been in vogue there before
and you went on with it? A. That is right.

5 Q. But when you changed in 1930 you did not have
the column that showed percentage over and percentage
under? A. No.

Q. Why was that? A. I don't know; that is
on instructions.

10 Q. Of course, you got the form. Let me have that
letter, please. You were supplied at this time
with a new form, I suppose this being the form that
was given to you? A. That is right.

Q. And that did not have columns on it "Percentage
over" or "Percentage under"? A. No.

15 Q. It had a column for actual production, and a
column for Production paid for but nothing for the
percentages? A. No.

20 Q. So that you did not work them out. Well now,
take for instance, on page 2, there is a small one
there; it is the first item on my memorandum, my lord.
Oh, it should be cleaners.

THE COMMISSIONER: Well, there is nothing here
at all.

25 MR. McRUER: No, that should be cleaners. That
is page 2, my lord.

30 BY MR. McRUER: Q. Now, the production reported
is 2022, and the production paid 1997, or 1.24 per cent.
under. Now, is there anything in the record that
will inform us as to why the cleaners were not paid for

Q. I see, that had been in volume there before

and you went on with it? A. That is right.

Q. But when you changed in 1925 you did not have

the column that showed percentages over and percentage

under?

Q. Why was that? A. I don't know; that is

unintentional.

Q. Of course, you got the form. Let me have that

letter, please. You were supplied at this time

with a new form, I suppose this being the form that

was given to you? A. That is right.

Q. And that did not have columns on its percentages

over or "percentage under"? A. No.

Q. It had a column for actual production, and a

column for production paid for but nothing for the

percentages? A. No.

Q. So that you did not work them out. Well now,

take for instance, on page 2, there is a small one

there; it is the first item on my memorandum, my lord.

Q. It should be clearer.

THE COURT: Well, there is nothing here

at all.

MR. McHUGH: No, that should be clearer.

page 2, my lord.

BY MR. McHUGH: Now, the production reported

in 1925, and the production paid 1927, or 1.24 per cent.

Q. Is there anything in the record that

shows us as to why the clearers were not paid for

their full production in that instance? A. No,
I have nothing that would cover that.

Q. Nothing that would cover it? A. No.

Q. The cleaners were on piece-work, were they not?

THE COMMISSIONER: Well, this would seem to
indicate that they were all piece-workers. This is
summary piece-work earnings.

MR. McRUER: Yes, this is summary of piece-work
earnings, my lord.

THE COMMISSIONER: Yes, taking from the summary
of piece-work earnings. Well then, unless it is
pointed out differently as we go along we will assume
those are all piece-work earnings.

BY MR. McRUER: Q. Well now, let us turn to page 4
of this same pay-roll of January 2nd, 1932, and we
have "Twister creelers". The production reported there
is 62187.

THE COMMISSIONER: Pardon me, what date did you
say, Mr. McRuer?

MR. McRUER: The same date, my lord.

THE COMMISSIONER: Oh, but it is not on this sheet.

MR. McRUER: Yes, my lord, it is page 4.
It is in there "Twister tenders". It should be
"Twister Creelers".

THE COMMISSIONER: Oh, yes. The word "tenders"
should be something else.

MR. McRUER: It should be "creelers". I have
had it corrected on my copy.

Nothing that would cover it?
The elements were on piece-work, were they not?
THE COMMISSIONER: Well, this would seem to
indicate that they were all piece-workers. Will it
show any piece-work earnings?
MR. ROBERTS: Yes, there is a summary of piece-work
earnings, my lord.
THE COMMISSIONER: Yes, taking from the summary
of piece-work earnings. Well then, unless it is
pointed out differently as we go along we will assume
those are all piece-work earnings.
MR. ROBERTS: Well now, let us turn to page 4
of this report of the witness, and we
have "Transfer earnings". The problem reported there
is 62187.
THE COMMISSIONER: Pardon me, what date did you
say, Mr. Roberts?
MR. ROBERTS: The same date, my lord.
THE COMMISSIONER: Oh, and it is not on the same date.
MR. ROBERTS: Yes, my lord, it is page 4.
It is in these "Transfer earnings". It would be
"Transfer earnings".
THE COMMISSIONER: Oh, yes. The same date?
MR. ROBERTS: Yes, it should be "Transfer". I have
not it corrected on my copy.

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BY MR. McRUER: Q. And the production paid is 45,834, or 27.0 per cent. under. Now, is there anything that would inform us as to why the creelers were not paid for a production of 62,817? A. The reports would probably show, and the pay roll would also show those figures.

Q. Tell now, can we get this now to begin with? A. It should be here.

Q. Let us have the pay roll then for January 2nd, 1932. We have now got the pay rolls for January and 1932. Will you please turn up in the pay roll twister creelers. It commences at page 130 of the pay roll of that fortnight, January 2nd, 1932?

A. That is right.

Q. Now, I would like you to look at the names of the people who are listed on the pay roll, and tell me whether or not they are all listed as being paid by piece work at that time? A. They are all paid by piece-work.

THE COMMISSIONER: Those now are twister creelers?

MR. McRUER: Yes, my lord.

BY MR. McRUER: Q. And you tell me, that this figure that is shown in the summary of piece-work earnings for the same period for twister-creelers of 45,834, is the same total of the pieces for which they were paid? A. That is the total number of pounds.

Q. The total number of pounds for which they

BY MR. MONTGOMERY: ... and the production paid is

... in 1932, ...

anything that would inform us as to why the checks

were not paid for a production of \$2,817? A. The

reports would probably show, and the pay roll would

show that these checks

A. Well now, can we get this now to begin with?

A. It should be here.

A. Let us have the pay roll then for January 1932,

1932. We have now got the pay rolls for January and

1932. Will you please turn up in the pay roll

twister envelopes. It commences at page 130 of the

pay roll of that month, January 1932, 1932?

A. That is right.

A. Now, I would like you to look at the names

of the people who are listed on the pay roll, and

tell me whether or not they are all listed as being

... in the pay roll of that month ...

all paid by piece-work.

THE CHAIRMAN: Those now are twister envelopes

... and so forth.

BY MR. MONTGOMERY: ... and you tell me, that this

figure that is shown is a summary of piece-work

earnings for the same period for twister-envelopes

of 1932, is the same total of the pieces for which

they were paid? A. That is the total number

... for the year 1932 ...

were paid? A. For which the creelers were paid.

Q. Yes. Now, were there any people shown to be paid for creeling who were not paid by piecework? I understood you to say all the creelers were paid by piece-work? A. On that sheet they were all paid by piece-work.

Q. I want all the creelers, I don't want one sheet or another.

BY THE COMMISSIONER: Q. Does that sheet account for the whole 45,000 odd? A. Yes, my lord.

Q. And are the other pounds accounted for somewhere else, that is, the remaining 17,000?

BY MR. McRUBER: Q. Can you account for the 27.04 per cent. that are not showing to be paid for according to this statement, in any way? A. No, sir, I cannot.

Q. Well now, will you take your production records for that time to show what the production actually reported was? A. There is no report covering creelers; the report covers the tenders, and I show in this instance the tenders and creelers, the same production reported.

Q. Yes. Well, do the creelers and tenders work together? A. As far as I know they work together.

Q. So that the number of pounds that the tender produces would be the number of pounds which the creeker would be entitled to be paid for? A. I don't know that. I know that I am supposed to show on

1934

1934

Q. Now, were there any people known to
the State who were not paid by piece-work?
A. I understood you to say all the crocheters were paid
by piece-work?
A. Oh that sheet was not
all paid by piece-work.
Q. I want all the crocheters, I don't want one
sheet or another.
BY MR. COMPTON: I want to know that sheet account
for the whole 45,000 odd?
A. Yes, my lord.
Q. And are the other houses accounted for some-
where else, that is, the remaining 17,000?
BY MR. COMPTON: A. Can you account for the
17,000 odd, that is, the 17,000 odd being paid for
accounting to this statement, in any way?
A. No, my lord.
Q. All, I cannot.
Q. Tell me, will you take your production
records for that time to show what the production
actually reported was?
A. There is no report
actually reported.
Q. And I stand in this instance the tenants and crocheters,
the one production reported.
A. Yes.
Q. Tell me, do the crocheters and tenants
work together?
A. As far as I know they work to-
gether.
Q. Do they the number of houses that the tenants
would be the number of houses which the
tenants would be entitled to in that time?

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3632

Parrot

my report in this case the total production on the report.

5 BY MR. BALLANTYNE: The total production of the Department? A. For the creelers, the total production for the twister tender.

BY THE COMMISSIONER: Q. Tenders? A. Yes.

10 BY MR. McRUER: Q. We are dealing with twister-creelers? A. I believe the report shows the word "tender" only.

Q. It is not the same thing, is it? A. No, it does not mean the same thing.

15 THE COMMISSIONER: I am given a word "Twister-tender", and here we are told that the production paid and the production reported balances. The words "twister tenders" and "Twister creelers" are mentioned.

20 BY MR. McRUER: Q. The creeler is the man that works with the twister tender? A. I don't know.

Q. Well, his production is shown here as the same figure; the twister creeler and the twister tender are shown to have the same production in this record.

MR. BALLANTYNE: Or is it the machine, Mr. McRuer?

25 BY MR. McRUER: Q. Well, is that where you take your production for the creelers? A. I take it for the production report.

MR. BALLANTYNE: Of the machine that these men tend.

30 THE WITNESS: Presumably.

1900

1900

My report to the Board of Directors is as follows:

1. The Board of Directors has

received the report of the Committee on the

Finance and the report of the Committee on the

Management of the Company.

The Board of Directors has

approved the report of the Committee on the

Finance and the report of the Committee on the

Management of the Company.

The Board of Directors has

approved the report of the Committee on the

Finance and the report of the Committee on the

Management of the Company.

The Board of Directors has

approved the report of the Committee on the

Finance and the report of the Committee on the

Management of the Company.

The Board of Directors has

approved the report of the Committee on the

Finance and the report of the Committee on the

Management of the Company.

The Board of Directors has

approved the report of the Committee on the

Finance and the report of the Committee on the

Management of the Company.

1900

10

BY MR. McRUER: Q. Well, do you know what the
creeler does? A. No, sir.

Q. You do not know what he does? A. No.

5 Q. Do you know of any reason why he should not
get paid for the full production of the machine?
A. No, sir.

THE COMMISSIONER: Someone else must know.

10 BY MR. McRUER: Q. Well, I want to get the
mechanics of how you make up your report anyway.
Now then, we come to page 5 of the piece-work earnings,
and we have the spinners there? A. Yes.

15 Q. There is a production reported of 2828 hanks?
A. Yes.

Q. The production paid 2823 hanks, or 2.59 per
cent. under. Can you look at the pay roll and
tell me whether you see anyone on the payroll who was
paid for spinning by any other way than piece-work;
20 that is ring warp spinners? A. I cannot tell
by looking at the pay roll if there was anybody paid
to produce those hanks on piece-work. I only record
here the people or the operators who do piece-work.

25 Q. Have you got the production reports for that
date? A. I think we have.

30 Q. I wonder if you can get the report that you
made your record from; you make the record of
production paid for from this pay roll, and now I want
to get the report from which you made the other record.
It is January 2nd, 1932? A. Night workers.

MY MR. ROBERTS: Well, do you know what the

question is?

. . . You do not know what the question is?

. . . Do you know of any reason why he should not

get paid for the full protection of the machine?

. . . No, sir.

That is all right; someone else must know.

MY MR. ROBERTS: Well, I want to get the

machines of how you make up your report anyway.

Now then, we come to page 3 of the piece-work summary

and we have the spinners there?

. . . There is a protection reported of 288 banks

. . . Yes.

. . . The protection said 288 banks, on 2.88 per

cent, right? And you look at the pay roll and

tell me whether you see anyone on the payroll who was

paid for spinning by any other way than piece-work?

That is the way spinners?

. . . I can tell you by looking at the pay roll if there was anybody paid

to produce these names on piece-work. I only know

these the people or the operators who do piece-work.

. . . Have you got the protection reports for this

year? . . . I think we have.

. . . I wonder if you can get the report that you

were your record from; you made the record of

protection paid for from this pay roll, and now I want

to see the report that you made for this year.

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MR. GRIEPEY: That is not here.

BY MR. MCNEER: Well then, have you a date on which they are here? Take January, 1933, are they here, or have you January 30th, 1932? Well then, we will have to deal with the fortnight, I think, of January 16th, 1932. There is an item there, my lord, at page 6, spinners, where about the same percentage is shown, and they are the ring warp spinners, the same type. The other reports were not brought down through some misunderstanding. Now, I am showing you, Mr. Parrot, what purports to be ---

A. That is the day-work. We were referring to the night work here.

Q. Yes. We have got what purports to be a spinning room report, night, Montmorency branch, January 9th, 1932. Then we have another here, night, January 16th, 1932, and I understand from Mr. Gordon, that by adding these two together we get the figure for the fortnight. A. That is right.

Q. Now, can you find the ring warp spinners on those two? A. This one ---

Q. Now, you say this one? A. Frame hanks.

Q. You are pointing to a figure of 401?

A. 401, yes.

Q. And then you add that to? A. Add that to 1459 and we have to multiply it double, that is, double that; those are what they call side hanks.

Q. Well then, you have one on the January 9th,

... that is not here.

By ... all then, have you a date on

... they are here? ... January, 1933, or 1934

... or have you January 1933, 1934, or 1935

... will you say that you are not sure?

... January 1933, 1934. There is an item there,

my lord, at page 6, spinners, where about the same

percentage is given, and they are two rings with a ring

the same type. The other reports were not brought

down through some misunderstanding. Now, I am not

telling you, Mr. Petrol, what reports to be ---

A. That is the day-book. We were referring to the

night work there.

... Yes. We have got what appears to be

spinners from report, night, Montgomery branch,

... 1933, 1934. Then we have another here,

night, January 1933, 1934, and I understand from Mr.

Gordon, that by adding these two together we get the

figures for the total night.

A. That is right.

... Now, can you find the ring with spinners

on those two? ... This one ---

A. Now, you say this one? ... These are

... You are pointing to a figure of 413

... And then you add that to?

... and we have to multiply it double, what is,

double that; those are what they call spinners.

... Now, have you one on the January 1933,

1932, 401 hanks shown, and on January 13th, 1932, 1459 hanks, and then you say you multiply those by 2 because there is just the one side shown?

5 A. That is the way I understand it. I was told to multiply it by 2 to get the same figure as the pay roll.

10 Q. I just want to see what this spinning report purports to be. This is ring warp spinning report in your Montmorency Branch, January 9th, 1932, and you have the mix, count, hank roving used, spindle speed, front roll speed, twist factor used, total spindles on, total actual spindle hours run, equivalent number of spindles 55 hours, frame hanks, 15 total banks, hanks per spindle, 55 hours, pounds, possible pounds per spindle, 55 hours, actual pounds per spindle 55 hours, per centage possible production, average size 16 break 17. Now, on this report 20 there is a column, total number of spindles, on which evidently the figures have been changed in red ink all down the report, in which they have, in all instances, been reduced in number. Whose red ink figures would those be? A. I don't know whose 25 those are.

Q. Were they put in after the report came in to you? A. I would not notice those. I only take the total.

30 A. Well, the red ink is total too; you do not bother with the total spindles on, you just take the

Now, the first thing I want to say is that I am

very pleased to see you and very much interested in

the work you are doing and the results you are

getting. I am sure that you will find that the

results are very satisfactory and that the

work is well done.

I am sure that you will find that the

results are very satisfactory and that the

work is well done. I am sure that you will

find that the results are very satisfactory and

that the work is well done. I am sure that you

will find that the results are very satisfactory

and that the work is well done. I am sure that

you will find that the results are very

satisfactory and that the work is well done.

I am sure that you will find that the results

are very satisfactory and that the work is well

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results are very satisfactory and that the work

is well done. I am sure that you will find

that the results are very satisfactory and that

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will find that the results are very satisfactory

and that the work is well done.

I am sure that you will find that the results

are very satisfactory and that the work is well

done. I am sure that you will find that the

results are very satisfactory and that the work

is well done. I am sure that you will find

3636

Parrot,

total production? A. That is right.

Q. All right. Well then, no report apparently comes to you that would indicate or give any reason why the spinners should not be paid the full amount of the production shown on this sheet? A. No, sir.

MR. McRUER: I should like to have these sheets put in, my lord.

THE COMMISSIONER: They will be Exhibit 197. What are they?

MR. McRUER: Spinning room reports.

EXHIBIT 197: Spinning room reports.

BY MR. McRUER: Q. Then there is another one, on page 7 of the same date, where we have spinners reported again as 4.36 per cent. under. Those are spinners on woollen mules? A. Yes.

MR. HEWARD: Night or day, Mr. McRuer?

MR. McRUER: This is night work.

BY MR. McRUER: Q. Have you got the reports for the woollen mules?

MR. GORDON: Here you are.

BY MR. McRUER: Q. Now, your figure here for the report of production reported is 22,950? A. That is pounds in this case.

Q. That is pounds, yes. Mr. Gordon has handed you two reports from the woollen mules, spinning room, and can you give me the figures for these two that would give us that total of 22,950? A. Each report is for one week only, and the payroll is for

two weeks.

Q. Yes? A. Total pounds 10,677.

Q. 10,677? A. That is right.

Q. Yes? A. And 12,273.

5

. Those are shown under column 12, headed "pounds"?

A. Yes.

. and that makes a total of 22,950, so that you have your totals correct in that case.

10

THE COMMISSIONER: You are putting those in,

Mr. McRuer?

MR. McRUER: Yes, I will put those in too, my lord.

THE COMMISSIONER: That will be Exhibit 198.

15

EXHIBIT 198: Woollen mules report.

BY MR. McRUER: Q. Now, I just want to put in one or two more on another date with you, Mr. Parrot, and then we will see if we can get an explanation of those from some other person. I just want to show that you did your work correctly. We got to January 30th, 1932. I want to get those tenders and creelers, page 5, twister tenders. The production reported is 115,602. Is that hanks or pounds? A. That is pounds.

25

Q. Pounds? A. Yes.

. Production paid 104,685, or under 9.44 per cent.

With the twister creelers, production reported 115,602 pounds; production paid 90,571, or 21.65 below.

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Now there we have twister tenders and twister creelers

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with exactly the same percentage.

THE COMMISSIONER: Well, are they two different operations that are performed. Can anybody tell us what that means? Can you, Mr. Ballantyne?

MR. BALLANTYNE: No, I am sorry, I cannot, my lord.

MR. McRUER: As I understand it, the creeler is a man who works with the tender.

MR. FLEMING: Not necessarily.

MR. McRUER: Well, we will be told that later on,

THE COMMISSIONER: Yes, no doubt.

BY MR. McRUER: Q. Well, we will take the twister tender to begin with. Have you got the production report from which your figures are compiled there?

MR. BALLANTYNE: Mr. Gordon says they are still looking for that report. Those have been put away somewhere, my lord.

THE COMMISSIONER: The report of this particular item?

MR. BALLANTYNE: Yes, and they have not turned up as yet, my lord. We have some other reports which they could have. Perhaps we could see those.

MR. McRUER: I know, but there is a particular reason that occurred to me in connection with this one that I have just mentioned?

THE COMMISSIONER: Well, we will come to it as soon as it is available.

BY MR. McRUER: Q. Then probably I can get a sample of the twister tenders on January 10th.

1914

1914

the results of the examination.

THE CHARTERED ACCOUNTANTS: Well, are they two different
operations that are performed. Can anybody tell us

what that means? Can you, Mr. Brydrie?

MR. BRYDRIE: No, I am sorry, I cannot, my friend.
MR. CHARTERED: As I understand it, the answer is

no, and the works with the center.

MR. CHARTERED: Not necessarily.

MR. CHARTERED: Well, we will be told that later on.

THE CHARTERED ACCOUNTANTS: Yes, no doubt.

BY MR. CHARTERED: Well, we will take the transfer

transfer to begin with. Have you got the production on

about the same time from the same source?

MR. CHARTERED: Yes, I have not yet seen it.

THE CHARTERED ACCOUNTANTS: Yes, I have not yet seen it.

MR. CHARTERED: Yes, I have not yet seen it.

THE CHARTERED ACCOUNTANTS: The report of this, whether

is not?

MR. CHARTERED: Yes, and they have not turned in

as yet, my friend. I have some other reports

which they could have. Perhaps we could see some

of them. I know, but there is a possibility

referred that occurred to me in connection with this

one that I have just mentioned?

THE CHARTERED ACCOUNTANTS: Well, I will come to it as

soon as I can.

MR. CHARTERED: Yes, I will come to it as soon as I can.

THE CHARTERED ACCOUNTANTS: Yes, I will come to it as soon as I can.

THE WITNESS: It is not likely that they can find that either. If they can't find the other they won't be able to locate this one.

5 MR. GORDON: All those are being looked for. They have been put away on the top flat of the mill.

THE COMMISSIONER: They have been what?

10 MR. GEOFFRION: They have been put on the top flat of the mill, Mr. Gordon says. They were no longer of use to the Company.

15 BY MR. McRUER: Q. Well, take January 16th, 1932, the polishing tenders, that is on page 7, I take it. Yes; this is in the yarn finishing department, the polishing tenders. There is reported there a production of ~~12~~ 6524. Would that be pounds? A. Yes, pounds.

. And paid 5568, or 14.65 under. Now, have you looked at the production reports of that date, the polishing tenders?

20 MR. HOLIDAY: No, we have not. We will have them later on in the afternoon; they are coming down.

MR. McRUER: What have we got here?

25 MR. HOLIDAY: We have the card room and the ring weft.

THE WITNESS: It seems to be all twister tenders.

BY MR. McRUER: Q. There are spooling tenders?

A. They are all in the finishing Department. The reports are all together.

30 Q. Doffers and cleaners? A. Yes.

. Oh, here is one I want to get. Here is a recent

THE WITNESS: It is not likely that they can

find that either. If they can't find the other one

it's not safe to locate this one.

MR. WATSON: All right, I'll look for it.

They have been put away on the top flat of the mill.

THE COURT: All right, they have been where?

MR. WATSON: They have been put on the top flat

of the mill, Mr. Gordon says. They were no longer

of use to the Company.

MR. WATSON: All right, I'll look for it.

the polishing tenders, that is on page 7, I take it.

Yes; this is in the year finishing department, the

polishing tenders. There is no record there of production

of any work. Would that be correct? A. Yes, correct.

Q. And paid \$500, or 14.00 under. Now, have you

found it in the accounts of that year, the

polishing tenders?

MR. WATSON: No, we have not. We will have

them later on in the afternoon; they are coming down.

MR. WATSON: That have we got now?

MR. WATSON: We have the card room and the

THE WITNESS: It seems to be all polished tenders.

MR. WATSON: I'll look for it.

They are all in the finishing department. The

polishing tenders.

MR. WATSON: All right.

3640

Parrot

one, that is, blanket binders; have you anything on
the blanket binders?

MR. HOLIDAY: They will be here later on too,

Mr. McRuer; probably inside of half an hour.

BY MR. McRUE: Q. Twister, intermediate doffers?

A. Yes.

Q. Twister freezers? A. No, not freezers

but the intermediate, I believe, that is something we
can cover with the report.

A. All right, January 14th, 1932, on page 7?

A. That would be January 16th; that is 1933.

(Page 3645 follows)

... that is, blanket dinners; have you anything on

the blanket dinners?

MR. BRYDIE: They will be here later on too.

MR. BRYDIE: possibly inside of half an hour.

BY MR. BRYDIE: ... Minister, intermediate conference

... Yes.

... Minister ... A. No, not conference

but the intermediate, I believe, that is something we

can cover with the report.

... All right, January 1988, on page 77

... That would be January 1988; that is 1988.

Q. 1933?

A. I haven't found it on this yet. It was intermediate we were going to look at?

Q. Intermediate, yes.

A. I don't think I have it right.

5

Q. It is on page 7; there you are?

A. This is over.

Q. I know; this is an instance of over. They were paid more in this instance than the production reported?

A. Riverside carding, January 14, 1932.

10

Q. Now, do you find there on those sheets the total production reported?

BY MR. HEVARD: Q. What operatives? A. Intermediate, speeder tender. This operation has changed since. I don't know how we balance those.

15

BY MR. McRUER: Q. Just take your time. I want to see if you can balance them now from the records? A. Those are evidently hanks that time. Now we use pounds.

20

Q. The figure here, the production reported is 840?

A. This is the frame, hanks.

Q. 134, there is no intermediates on there. There you are?

A. This is intermediate and speeder, I believe, in here, intermediate and speeder.

25

Q. They are grouped together, are they?

A. Intermediate and speeder tenders.

Q. Yes, they are grouped together, I see.

A. Frame, hanks 206.

30

Q. 206, yes?

A. 324.

Q. 324?

A. 134.

Q. I haven't found it on this

yet. It was immediately we were going to look at it.

A. I don't think I

intermediate, yes.

have it right.

Q. It is on page 7; there you are?

A. This

was.

Q. I know; this is an instance of over.

There was more in this instance than the production

A. It was also a thing, because

reported?

Yes, yes.

Q. Now, do you find there on these sheets the

total production reported?

Q. Yes, I find it on these sheets.

Q. This is a thing, because

Q. I don't know how we balance these.

Q. Yes, I don't know how we balance these.

Q. It is a thing, because

Q. These are evidently things that are

Q. Yes, I find it on these sheets.

Q. This is a thing, because

Q. Yes, I find it on these sheets.

Q. This is a thing, because

Q. Yes, I find it on these sheets.

Q. This is a thing, because

Q. Yes, I find it on these sheets.

Q. This is a thing, because

Q. Yes, I find it on these sheets.

Q. This is a thing, because

Q. Yes, I find it on these sheets.

Q. This is a thing, because

Q. 134?

A. And 176.

Q. 176. 894, and their basic there is 840?

MR. GORDON: 840.

BY MR. McRUER: Q. Did I add it wrong, 260 --

A. 206.

Q. Oh, 206, I beg your pardon, that comes to 840, does it, alright; well, that is right. Then, we will just put these in together as another exhibit.

THE COMMISSIONER: That will be exhibit 199.

EXHIBIT NO. 199:

Four sheets, card room report, Riverside carding.

BY MR. McRUER: Q. Now, will you turn to March 23, 1933 in that book that you have, the summary of piece work earnings? This is on page 4, my lord, of the memorandum.

A. March 25th?

Q. March 25th.

THE COMMISSIONER: March 25th?

MR. McRUER: March 25th, 1933.

THE COMMISSIONER: What page?

MR. McRUER: Page four; I want to deal first --

THE COMMISSIONER: That is weavers?

MR. McRUER: Weavers. There is a note there, see pay roll --

THE COMMISSIONER: There are no figures there at all.

MR. McRUER: The figures in the book are production reported 340 -- no --

A. 3402½.

Q. 3402½, and production paid 3606½, and a note, see pay roll March 11, 1933; is that in your hand-

Part 11

3646

A. AND 176.

Q. 1547

Q. 176. 844, and their heads there is 8407

MR. BRYDIE: 840.

BY MR. BRYDIE: Q. Did I add it wrong, 260 --

Q. 260. I beg your pardon, that comes to

we will just put these in together as another

THE COMMISSIONER: That will be exhibit 129.

Four sheets, and two
reports, Riverside

EXHIBIT No. 129:

BY MR. BRYDIE: Q. Now, will you turn to report

22, 1933 in that book that you have, the summary

of prices and quantities? This is on page 4, my

form, of the memorandum. A. March 1933?

A. March 1933.

MR. BRYDIE: March 1933, 1933.

MR. BRYDIE: Page four; I want to see first --

THE COMMISSIONER: That is the report?

MR. BRYDIE: Yes, there is a note there.

see page 101 --

THE COMMISSIONER: There are no figures there

at all.

MR. BRYDIE: The figures in the book are

production reported 240 -- no -- A. 24024.

A. 24024, and production paid 26024, and a note

see page 101 March 11, 1933; is that in your hands?

writing? A. Yes.

Q. What does that refer to? Can you turn up
March 11, 1933 and tell me?

A. March 11th
shows that the back weavers were under paid and that
is -- I mean to say on this report they are shown as
having -- being paid less production than the report
shows and the pay roll of March 25th shows the
production paid back, more than the production reported.

Q. So that evidently you were adjusting in that
instance an item of where they had been paid less than
the production reported? A. Yes, sir.

Q. Why did you do that?

THE COMMISSIONER: In the previous fortnight?

MR. McRUE: In the previous fortnight, yes.

Q. Why did you do that? A. I don't
remember exactly why we did it in this case.

Q. I was wondering why it was done in one case
and not done in others? A. I notice it is
quite a bad under payment there; that is why.

Q. How much? A. It is 7.51%.

Q. You regard that as a bad under payment?

A. The production itself is only 2,836-3/4 cuts.

Q. Well, you do not suggest if it was just two
or three per cent. you would not adjust it but if it
was 7% or 7.51% you would? A. No, sir.

Q. Do you suppose the fact that it was what you
call a bad under payment was the reason that you ad-
justed it? A. I cannot say, now.

Q. Because we don't want any guessing. I was

writing?

A. Yes.

Q. What does that report say? Can you turn up

March 11, 1933 and tell me?

A. March 11

shows that the book was given to me under paid and that
in -- I need to say on this report they are shown as
having -- being paid some protection than the report
shows and the pay roll of March 31st shows the
protection paid was, more than the protection shown

Q. So that evidently you were satisfied in that
instance as far as the fact they had been paid less than

the protection shown?

Q. Why did you do that?

Q. The official name: In the previous fortnight?

Q. Yes, in the previous fortnight, yes.

Q. Why did you do that?

Q. I remember exactly why we did it in this case.

Q. I was wondering why it was done in one case

and not done in others?

Q. I notice it is quite a big under payment there; that is why.

Q. Is it in fact?

Q. You report that as a big under payment?

Q. The protection itself is only \$3,335-84 cents.

Q. Well, you do not suggest it is less than two

or three per cent. You would not suggest it is but it is

yes 75 or 7.5% you would?

A. No, sir.

Q. But you suggest the fact that it was what you

call a big under payment was the reason that you did

that?

A. I cannot say, now.

Q. I cannot say I don't want any further.

going to invite you to say why you did not adjust some of those that were eleven and twelve and as high as thirteen per cent? A. It was probably drawn to my attention, possibly by the mill clerk. I cannot say at the moment. That is three years ago.

Q. Of course, there was no question of these things being overlooked in any other case; they stood out right in the face of anyone looking at the pay roll every week? Your percentages were calculated and filled in on the pay roll every week, were they not? A. Every fortnight.

Q. And it went to head office with your percentages shown on the pay roll? A. Yes, sir.

Q. Then, there is another item just when we are dealing with them, of that sort. Could you turn up the date of December 27, 1934, in the same book? A. Was it not December 22nd?

Q. Yes, it probably would be December 22nd, 1934, yes. Now, here is one on page three, battery fillers, auto wide, production reported 8,007, production paid 9,505, which is 18.71% over? A. Yes, sir.

Q. Then, I notice opposite, deducted from pay roll, January 5th, 1935. Would you turn up the pay roll of January 5th, 1935 and see if it was eventually deducted there?

THE COMMISSIONER: Was that item on this sheet?

MR. MORRIS: No, these are just the first three months of each year.

THE COMMISSIONER: The item in question is not on

going to invite you to say why you did not object
some of those that were eleven and twelve and as high
as thirteen per cent? A. It was a really heavy
to my attention, possibly by the mill clerk. I cannot
say at the moment. That is three years ago.
Q. Of course, there was no question of these
things being overlooked in any other case; they were
out right in the face of anyone looking at the pay
every week? Your percentages were calculated and
filled in on the pay roll every week, were they not?
A. Every fortnight.
Q. And it went to head office with your percentages
shown on the pay roll? A. Yes, sir.
Q. Then, there is another fact that when we
are dealing with them, at that sort. Could you
turn up the date of December 27, 1934, in the same
book? A. Yes it is not December 27th?
Q. Yes, it probably would be December 22nd, 1934.
Now, here is one on page three, battery
production paid 9.505, which is 18.75% over?
Q. Then, I notice opposite, debited from pay
roll, January 2nd, 1935.
pay roll of January 2nd, 1935 and see if it was
The Commission was that item on this list of
Mr. Nelson: No, there are just the first three
cents of each year.
The Commission: The item in question is not

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this sheet?

MR. MORUER: No, not on this sheet.

Q. Are you sure you have got the day or the night?

A. This is day work. The adjustment was not made
on January 5, 1935.

Q. Are you sure it was not made? It does not
appear in those figures but are you sure that it was
not included in those figures, that the figures
were not made to balance on that date? A. No, sir,
I am not sure.

Q. Well, as we get on, as things developed
later on when these production records were broken
down, and easier probably to find where any error
would be made I see that you pursued a policy, in
some instances of where they did not actually balance
of putting a star opposite, and then a note at the
bottom, see pay roll on another date. I am looking
now at the very last pay roll, April 11, 1936, when,
on the drawing tenders there seems to be two hanks
less in the column, production paid for than in the
column headed actual production, and then you have
opposite that, see pay roll March 28, 1936?

A. Yes, sir.

Q. What does that refer to? What does that mean?
That is just in your last pay roll there and we might
have some current information on that. You have not
any recollection of it? A. No, sir, I am afraid
not.

Q. Well, can you tell me, was there a tightening
up on this matter in the last year, we will say, in

1949

Parrott

this sheet?

Mr. Parrott: No, not on this sheet.

Q. Do you know you have got the day or the night?

A. This is day work. The adjustment was not made.

Q. Now, I am not sure if you are not sure? It does not

appear in these figures but are you sure that it was

not included in these figures, that the figures

were not made to balance on that date? A. No, sir.

I am not sure.

Q. Well, as we get on, as things developed

later on when these production records were broken

down, and earlier probably to find where any error

would be made I see that you pursued a policy, in

some instances of where they did not actually balance

of putting a star opposite, and then a note at the

bottom, see pay roll on another date. I am looking

now at the very last pay roll, April 11, 1936, when,

on the dating tenders there seems to be two banks

less in the column, production paid for than in the

column headed actual production, and then you have

opposite that, see pay roll March 28, 1936?

A. Yes, sir.

Q. What does that refer to? That does that mean

that is just in your last pay roll there and we might

have some current information on that. You have a

any production of it? A. No, sir, I am afraid

not.

Q. Well, as we get on, as things developed

later on when these production records were broken

regard to having the production paid and the production reported balance? A. Yes, sir, there was.

Q. There was a tightening up; when did that tightening up commence to take place? A. After we adopted the system of showing each count or style, as the case may be, separately. It was easier to find the mistakes and put our finger exactly on them.

Q. Well, the mistakes were not hard to find, if there were mistakes, because your calculations of percentage each fortnight would show where they did not balance? That would show very plainly?

A. It did not show on the summary if each particular count or style did not balance.

Q. Yes, that is quite right. Do you know of any reason that was advanced for a tightening up in this regard? A. No, sir.

Q. Well, can you tell me from your pay roll whether those piece workers who were entitled to be paid on the basis of production were getting paid for the full basis -- on the full basis of their production, or getting paid for their full production? A. No, sir.

Q. So that we may take it then that the pay roll of this company does not show that the piece workers, who were being paid on the basis of the production, were paid for their full production?

A. I think the answer isn't for me to make. I simply show the production reported and the production paid.

Q. Yes, but you made up these records, or took part in them, and you seem to be very familiar with

5 them, and all I am dealing with is the record. I
am not saying that they were not fully paid, but I
am saying as far as the records are concerned we cannot
go to them and see whether, in these instances where
they did not balance, whether the employees who
worked on piece work actually got the full pay for
the full production they made. We cannot get that
from the records --

MR. HEWARD: From which records?

10 MR. McRUER: From the pay rolls.

THE WITNESS: No, sir.

MR. McRUER: I guess I have probably taken you
as far as I can go, Mr. Parrott. I will have to see
what I can do with other officials.

15 THE COMMISSIONER: Well now, I understand,
of course, that the material and the evidence to
clear up these things is going to be produced?

MR. GEOFFRION: To-morrow it will.

20 THE COMMISSIONER: It will save a great deal of
time if I may have it now.

MR. McRUER: I am going to proceed to follow it
now with all the other witnesses that I can get who
are available, who can clear this up, if it is clearable.

25 THE COMMISSIONER: This witness did not help you
very much. Now, have you anybody else who can?

MR. McRUER: I am going to call on the managers
of both departments and any other person that works
under them.

30 THE COMMISSIONER: Are they the proper ones?
Do you put them forward as the proper ones to clear this

... I mean I have probably to turn you

up, Mr. Geoffrion?

MR. GEOFFRION: My learned friend has Mr. Holiday and Mr. Carlepy.

MR. McRUER: Mr. Holiday, Mr. Fleming and Mr. Carlepy.

MR. GEOFFRION: They will be examined before we adjourn, surely.

THE COMMISSIONER: Do you say that those are the men whom you refer to Mr. McRuer to clear this thing up? Is that right?

MR. GEOFFRION: I believe so.

THE COMMISSIONER: There is no use letting us wander around with the wrong man.

MR. GEOFFRION: You can get a general explanation of the problems from either of these three men.

THE COMMISSIONER: Well, put them in Mr. McRuer's hands now.

MR. McRUER: There is a short witness Mr. Beauregard wishes to call now.

(page 3655 follows)

MR. GERTSCHKE:

MR. GERTSCHKE: My learned friend has Mr. Holiday

and Mr. Gertschke.

MR. GERTSCHKE: Mr. Holiday, Mr. Fleming and Mr. Gertschke.

they.

MR. GERTSCHKE: They will be examined before me

separately.

THE COURT: Now, do you say that these are the

men whom you refer to Mr. Holiday to clear this thing

up? Is that right?

MR. GERTSCHKE: I believe so.

THE COURT: There is no one telling us

wanted to know with the wrong men.

MR. GERTSCHKE: You can get a general explanation

of the evidence from either of these three men.

THE COURT: Well, put them in Mr. Holiday,

hands now.

MR. GERTSCHKE: There is a short witness Mr. Holiday

refers to call now.

(page 5882 follow)

3655

((Gingras)

LUDGER GINGRAS.

Lequel témoin est interrogé après être assermenté.

PAR M^{RE} BEAUREGARD:

5 Q Quel est votre âge Monsieur Gingras? R Cinquante
six ans.

Q Travaillez-vous au moulin de la compagnie Do-
minion Textile? R Oui.

Q A Montmorency? R Oui.

10 Q Depuis combien d'années? R Depuis quarante-
trois ans.

Q Que vous travaillez là? R Oui.

Q Quelle est votre occupation actuelle? R A
l'heure actuelle je fais la réparation des machines.

Q Vous êtes mécanicien? R Oui.

15 Q Vous réparez les machines? R Oui.

Q Depuis combien de temps.... vous avez déjà
été contremaître? R Oui.

Q Combien de temps avez-vous été contremaître?

R Deux ans et demi.

20 Q Ca fait deux ans et demi que vous êtes plus
contremaître? R Non, ça fait seulement que depuis
une quinzaine de jours.

Q Mais vous avez été contremaître depuis combien
de temps? R Je ne peux pas dire
le temps, mais j'ai été plusieurs années.

25 Q Vous avez été contremaître pendant de nombreuses
années? R Oui.

Q Dans quel département étiez-vous contremaître?

R Dans la cars room, Montmorency Riverside.

Q Dans la card room du Montmorency Riverside?

30 R Oui, monsieur.

5325 (51474)

11-11-11

la loi sur la protection des renseignements personnels.

MR. J. J. J.

11-11-11

la loi sur la protection des renseignements personnels.

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la loi sur la protection des renseignements personnels.

Q Vous rappelez-vous avoir eu un nommé Lavoie
comme votre employé? R Oui, monsieur.

Q Lorsque vous étiez contremaître? R Oui.

Q Frank Lavoie? R Oui.

Q Monsieur Lavoie, nous a dit, Monsieur Gingras,
et cedi à la page 2436. Vous n'étiez pas présent,
quand il a été entendu comme témoin? R Non.

Q Voici ce qu'il nous dit à la page 2436.

" Q Savez-vous si vous êtes à la production ou à
l'heure? R A l'oeil je pense ça voyez,
vous, tout le département No.5, ils prennent
toutes les hanks.

" Q C'est une longueur de 800 longueurs de fil?

R Dix numéros pour une hank.

" Q Il y a un cadran qui enrégistre le nombre
de hanks qui passent par votre machine?

R Oui, monsieur.

" Q Le nombre de hank est recueilli par un em-
ployé?

R Oui, d'après les informations du foreman,
ils mettent les hanks dans un tas, et partagent ça,
quand c'est rendu dans le milieu, si ils en ont
pas assez, ils donnent \$2.00 à l'un, quand il
y en a un gros tas...

" Q Si je comprends bien votre explication,
ça serait qu'un certain montant serait affecté
pour les ouvriers de votre département?

R Certainement, c'est nous autres qui gagnent
le salaire des jeunes.

" Q Et ce montant là est réparti entre les ou-
vriers? R Oui, monsieur. "

1. Vous êtes-vous marié ?
R. Oui, monsieur.
2. Combien d'enfants avez-vous ?
R. Trois.
3. Où habitez-vous ?
R. À Montréal.
4. Quel est votre métier ?
R. Je suis ingénieur.
5. Où avez-vous étudié ?
R. À l'école polytechnique de Montréal.
6. Combien d'années avez-vous passées à l'école ?
R. Dix-huit ans.
7. Où avez-vous travaillé ?
R. À la Compagnie des chemins de fer.
8. Quel est votre salaire ?
R. Environ \$100 par semaine.
9. Avez-vous des propriétés ?
R. Non.
10. Combien d'années avez-vous travaillé pour la Compagnie ?
R. Vingt ans.
11. Pourquoi avez-vous quitté la Compagnie ?
R. Parce que j'ai voulu me consacrer à mon métier.
12. Avez-vous des projets ?
R. Oui, j'ai l'intention de me consacrer à mon métier.
13. Combien d'années avez-vous travaillé pour la Compagnie ?
R. Vingt ans.
14. Pourquoi avez-vous quitté la Compagnie ?
R. Parce que j'ai voulu me consacrer à mon métier.
15. Avez-vous des projets ?
R. Oui, j'ai l'intention de me consacrer à mon métier.

Q J'ai lu la déposition. Est-il vrai Monsieur
Gingras, que dans ce département là, sous votre
régime, que le produit est global, les travailleurs
de la catégorie de Lavoie, étaient mis ensemble,
5 leurs produits étaient mis ensemble, d'une seule
masse, et cela divisé suivant le nombre d'heures de
travail entre les divers ouvriers, et répartis à
chacun d'eux, suivant leurs heures? R Ça dépend
de l'ouvrage, qu'un homme fait, on a certains employés
qui run trois frames, d'autres deux, et un homme qui
10 a trois frame et 20 spinning, ça fait 60 brins, et
un autre qui en a 36 sur un frame ça fait 352.

Q La question que je vous pose n'est pas de savoir
si c'est le produit d'un brin, deux brins, 20 brins,
je veux savoir si un homme, avait sous votre régime
15 dans votre département, la production exacte que lui,
aurait faite comme hanks, ou si le témoin Lavoie
s'est trompé, quand il affirme que la paye des em-
ployés de sa catégorie était mise en une seule masse
et divisée entre les employés? R Tout ce que
20 je peux vous dire un homme qui travaille douze heures,
pour moi dans les 12 heures, il gagnait \$3.05.

Q Il gagnait \$3.05? R Oui, ça représentait
.2541 cts de l'heure.

Q C'est là dessus que les hommes étaient payés?

25 R Oui, monsieur.

Q Ils étaient payés à la base de .2541 cts de
l'heure? R Oui.

Q Un homme qui faisait dix heures, touchait \$2.50
et quelque chose? R Oui.

Q S'il faisait 12 heures, il dépassait \$3.00?

30 R Oui, monsieur.

(1) 100% 100%

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3658

(GINGRAS)

Q C'était la base de salaire? R D'après
notre livre de temps, c'est pas moi qui faisait la
paye.

5 Q Vous étiez le maître du département? R Oui,
je rentrais le temps pour les quinze jours, et à
tous les quinze jours mon livre descendait en bas,
et je m'en occupais plus.

10 Q Sur quoi dit s-vous qu'un homme touchait \$3.00
et quelque chose par jour? R Je l'ai vu dans mon
livre.

Q Est-ce que c'était ce qu'il touchait .2541 cts
de l'heure généralement? R Généralement.

15 Q Avez-vous constaté que la paye de vos hommes
était basée sur 25 cts de l'heure? R Pour moi
même.

Q Vous voulez dire pour les hommes de votre dépar-
tement? R Oui.

Q Pas votre salaire à vous? R Non.

20 Q Vous parlez du salaire des hommes de votre dé-
partement? R Oui.

Q Est-ce que ça duré long temps sous votre régime,
cette façon de payer les hommes dans votre départe-
ment? R Jusqu'au temps que j'ai lâché.

25 Q Combien de temps est-ce que ça duré, vous le
savez plus, vous n'êtes plus là? R Non.

Q Vous avez été combien de temps là? R Deux
ans et demi.

Q Est-ce que c'était le même régime quand vous
êtes arrivé là, ou si vous avez changé ça? R Non,
c'est pas moi qui ai changé ça.

30 Q Ça marchait comme ça? R Je ne peux pas vous

[illegible]

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3659

(GINGRAS)

dire au juste si ça marchait comme ça, parce qu'il y a eu des changements, j'ai pas toujours été au courant des changements.

Q Dans quel sens y a-t-il eu des changements?

5 R Ils ont passé au couteau comme on a tous passés.

Q Vous voulez dire que les hommes ont subi une diminution de salaire? R Oui.

Q Plusieurs fois? R Je ne pourrais pas dire.

10 Q Combien de fois à peu près? R Je le sais pas, moi j'ai passé deux fois.

Q De quel montant, de quel pourcentage, si vous le savez? R Quand j'ai pris le département j'avais \$63.00 pour quinze jours.

15 Q Par quinzaine? R Oui, ça me donnait \$0.52 de l'heure.

Q Sur une base de 52 cts de l'heure? R Oui.

Q Il y a deux ans et demi passés? R Oui.

20 Q Qu'est-ce qui est arrivé? R Qu'on a été coupé de salaire, j'ai tombé à ^{.4853} ~~xxxxxx~~ de l'heure, qui me donnait \$58.40, aujourd'hui je suis tombé à .3636 cts de l'heure qui me donne \$43.90.

Q La dernière diminution est-ce récent? R Quand j'ai changé de job.

25 Q Avez-vous votre livre de temps? R Non, j'ai pas de livres, seulement que mon salaire dans ma poche, le seul livre que j'avais c'était mon livre pour rentrer le temps.

30 Q Maintenant monsieur Gingras, vous avez un fils qui travaille ou qui travaillait du moins avec vous dans ce département là? R Oui, monsieur.

(3888)

dire au juste si le marchand comme ça, parce qu'il y a eu des changements, j'ai pas toujours été en contact avec les changements.

Q. Dans quel sens y a-t-il eu des changements?
R. Ils ont changé et content comme on a tous passé. Vous voulez dire que les comptes ont été une limitation de salaires?
Q. Plutôt les lois? R. Je ne pense pas que ça soit.

Q. Combien de fois a-t-il été créé? R. Je le sais pas, moi j'ai passé deux fois.

Q. Au quel moment, de quel moment, si vous le savez? R. Quand j'ai été le représentant j'étais \$55.00 pour quinze jours.

Q. Les autres? R. Oui, ça me donnait \$5.00 de l'autre.

Q. Sur une base de 50 cts de l'heure? R. Oui.

Q. Il y a deux ans et demi passé? R. Oui.

Q. Qu'est-ce qui est arrivé? R. Ça on a été touché de salaires, j'ai touché à l'heure de l'heure, ça me donnait \$55.40, j'ai touché, moi je suis tombé à \$55.00 cts de l'heure ça me donne \$55.00.

Q. La dernière diminution est-ce possible? R. Ça me semble pas.

Q. Pourquoi pas? R. Parce que les livres, les livres que j'avais écrits non livres pour servir le temps.

Q. Maintenant maintenant toujours, vous avez un fils qui travaille ou qui travaille au moins avec vous dans ce département là? R. Oui, maintenant.

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5 Q Monsieur Lavoie nous a conté que vous contre-
maitre du département là, vous renvoyiez à certains
moments les ouvriers en disant qu'il y avait plus
d'ouvrage, notamment Lavoie, et que quelque temps
après votre fils était sur ses machines. Est-ce
vrai? R C'est faux.

Q Est-ce faux ou si vous avez une explication
à nous fournir? R C'est faux, moi même
je lui ai fait des reproches j'ai dit: si tu avais
eu attendu, je t'aurais donné de l'ouvrage.

10 Q Voici exactement ce qu'a dit Monsieur Lavoie,
tel que rapporté à la page 2433

" Q Depuis les fêtes on a parlé souvent de ça,
combien de temps av z-vous travaillé? R Mon
département a runné passablement, ça travaillé
15 trois jours, pas souvent, plus souvent à quatre
jour que trois jours.

" Q Par semaine? R Oui, trois jours par
semaine. Je travaillais pas ça moi, j'ai pas

" travaillé ça, mais mon département travaillait
20 ça.

" Q Pourquoi vous que vous ne travailliez pas
ça? R Le boss a plusieurs cousins et pa-
rents, ils prennent nos jobs. " "

" Est-ce vrai ça? R C'est faux, je peux
25 amener des preuves.

Me. BEAUREGARD: Je continue:

Q Q Qui est-ce ça le boss? "

(quand il parlait du boss c'était de vous qu'il
voulait parler)

" Q Qui est-ce le boss? R Wilfrid Gingras.

5 " Q Vous dites que le boss réserve l'ouvrage pour
ses cousins, et ses parents? R Oui, il a tou-
jours une belle menterie à nous conter, un beau
mot de passe, quand ça arrive dans le dall, les
;atrons sont avertis par M. Fleming de donner
l'ouvrage aux vieux, jusqu'à la dernière minute.

" Q Vous compteriez sur cet ordre là pour avoir
de l'ouvrage? R Oui.

10 " Q Mais, c'est pas ce qui arrive? R Non,
j'ai le garçon du boss, voilà trois semaines,
il a pris ma place deux nuits, il avait une
paire de machines, qui étaient supposées les
miennes, c'était pas son ouvrage lui, lui il était
sur les slubbers, et il gagnait \$36.00, \$37.00
par quinzaine, moi j'ai cinq enfants, le soir il
15 est arrivé à 5½ heures dans le département, son
père lui a parlé à l'oreille, ça voulait dire, je le
sais pas quoi, je sais pas ce qu'il lui a dit,
mais il a pris ma place.

20 " Q Il a pris votre place? R Oui, il
a resté un des derniers, le boss nous a dit:
rien pour vous autres, ça ça veut dire, va-t'-en
chez vous, mais je l'ai déjoué, j'ai rentré par
l'autre porte, il était à runner à l'autre bout
du département, il prenait mon ouvrage. "

25 Q C'est pas arrivé ça, c'est faux? R C'est faux.

Q Est-ce que c'est faux dans certains détails et
vrai dans l'ensemble, est-ce que votre garçon a tra-
vaillé alors que Lavoie ne travaillait pas? R Wilfrid
a pas travaillé là.

30 Q Si c'est pas Wilfrid, un de vos garçons?

[illegible]

R Comme je vous ai dit betot, quand on a de l'ouvrage pour la moitié de la gang, ils travaillent chacun leur tour, j'ai jamais eu d'amis dans le moulin.

Q Il s'agit par d'un de vos fils, Lavoie n'en nomme pas? R J'aimerais qu'il l'aurait nommé.

Q Est-il vrai que Lavoie avait été renvoyé, et que les machines ont été actionnées par votre fils, est-ce vrai ça? R Non, quand il a runné c'est parce que l'autre s'est en allé, c'est pas moi qui l'ai envoyé.

Q Est-ce vrai ou si c'est faux? R C'est faux.

Q J'ai un autre extrait à la page 2439.

Q Avez-vous déjà été en pénitence pour d'autre chose? R Ils ont voulu me mettre en pénitence déjà. J'ai loafé une nuit par maladie, ils ont mis un jeune à ma place, ce jeune là, il a fait de la méchant ouvrage. Quand je suis rentré le lendemain soir, au bout d'une couple de jour, ils ont trouvé de la méchant ouvrage. Le boss m'a dit, c'est toi qui a fait ça. Moi, vous savez j'aime à plaider cacause, quand je suis coupable je le dis, j'ai dit au boss, ça arrive de même, c'est lui qui a travaillé à ma place, si tu veux le punir, punis le, mais pas moi, je mérite pas ça, c'est ce que j'ai dit. Quand il a vu que je persistais, je lui ai dit aussi, si tu me fais des injustices, je vais aller voir M.Fleming, il est capable de me donner justice, quand il entend parler de justice, il plie sur leurs jambes..."

Q Avez-vous eu une conversation avec Lavoie comme ça? R Non, pas de mon temps.

Q Vous êtes parti il y a quinze jours seulement?

R Ca fait pas de différence.

5 Q Je vous demande simplement, vous avez entendu la déclaration de Lavoie. Est-ce faux que vous vouliez punir Lavoie pour une faute que Lavoie prétendait être faite par une personne qui avait travaillé à sa place, et qu'il vous a mis en demeure d'aller

voir Monsieur Fleming, et que vous avez eu peur quand vous avez entendu parler de M. Fleming? R Monsieur

10 Lavoie a jamais été mis en pénitence par moi ni par un autre, s'il a voulu mal parler après avoir mis la main sur l'écranvilles, moi je parlerai pas mal.

Q Si la plainte de Monsieur Lavoie est vraie, ce n'est pas de vous qu'il s'agit? R Non.

15 Q Et s'il s'agit de vous elle est fautive?

R Oui, monsieur.

PAR M^{RE} GEORTRION.

Q Vous avez rien à faire avec la paye des hommes?

R Non.

20 Q Vous faites le rapport du temps? R Je tenais que le temps des hommes, si un homme travaillait sur les slubbers huit heures je rentrais 8 heures, et s'il était sur les doffers 4 heures, je rentrais 4 heures, et pas de salaire au bout du temps.

Q Ca vous regardait pas vous ça? R Non.

25 Q Quand vous parlez de \$43.90, c'est depuis que vous avez changé de job? R Oui.

Q Vous avez dit que votre salaire était de \$43.90, c'est pour votre nouvelle job n'est-ce pas ça?

R Oui.

30 ET LE DIT TEMOIN NE DIT RIEN DE PLUS.

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On fait pas de différence.
La destination de l'avoine, c'est-à-dire pour les
lions p. air l'avoine pour une partie des éleveurs
être faite par une personne qui avait travaillé à
sa place, et qu'il vous a mis en contact d'aller
voir Monsieur Fleming, et que vous av. à en parler
vous avez contacté par la M. Fleming? R. Monsieur
l'avoine a jamais été mis en contact par moi ni
par un autre, s'il a voulu moi parler après avoir
mis la main sur l'écritures, moi je parlais pas
à la fin de Monsieur l'avoine est vraie,
ce n'est pas de vous qu'il a écrit. R. Non.
Et s'il a écrit de vous elle est fautive.
R. Oui, c'est exact.
PAR M. LE JUGE.
Vous avez rien à dire avec la page des hommes
R. Non.
Vous faites le rapport de l'écrit?
R. Je l'ai
que le teneur des hommes, et un homme travaillant
les cinquante huit heures de travail à l'heure, et
s'il était sur les heures de travail, je l'aurais
à l'heure, et pas de salaire au bout de l'écrit.
On vous récompense pas vous?
R. Non.
Quand vous parlez de \$48.00, c'est de quoi vous
vous avez gagné de l'écrit?
R. Non.
Vous avez dit que votre salaire était de \$48.00
c'est pour votre nouvelle job n'est-ce pas?
R. Oui.

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WILLIAM D. FLEMING, Recalled,

EXAMINED BY MR. McRUER:

5 Q. Mr. Fleming, we have learned that the pay-roll is made up in the offices that are under your supervision; that is correct, is it not? A. It is, sir. That is the start of the making up of the pay rolls, not the completion.

10 Q. No. I want to be accurate about this, Mr. Fleming. You say, the start of the pay rolls, Then up until what stage is it made right under your supervision? A. Up to the point where all the necessary information is entered on the pay roll with regard to production, rates, and the extensions.

15 BY THE COMMISSIONER: Q. What is that? A. The extensions, that is, the production at the rate to be paid for, or the amount that each employee would earn.

20 BY MR. McRUER: Q. In regard to the piece-workers?

BY THE COMMISSIONER: What does the extension mean?

A BY MR. McRUER: Q. In regard to the piece-workers, the information is already on the pay roll as to the number of hanks, or pounds, or whatever basis they are paid? A. Yes, sir.

25 Q. That is already on the pay-roll in your Department? A. Yes, sir.

30 Q. And the extension, that is, the number of hanks is multiplied by the rate per hank, and the amount that the employee is entitled to receive is entered

WILLIAM D. FLEMING, Recalled,

EXAMINATION BY MR. BRADY:

Q. Mr. Fleming, we have learned that the pay-

roll is made up in the office that are under your

supervision; that is correct, is it not? A. It is,

air. What is the start of the making up of the

pay rolls, now, are they?

A. No. I want to be accurate about this, Mr.

Fleming. You say, the start of the pay rolls. Then

up until what stage is it made right under your

supervision? A. Up to the point where all the

necessary information is entered on the pay roll with

regard to production, rates, and the extensions.

BY THE COMMISSIONER: Q. What is that? A. The

extensions, that is, the production at the rate to

be paid for, or the amount that each employee would

earn.

BY MR. BRADY: Q. In regard to the piece-workers?

BY THE COMMISSIONER: What does the extension mean?

BY MR. BRADY: Q. In regard to the piece-workers,

the information is already on the pay roll as to the

number of hours, or pounds, or whatever basis they

are paid? A. Yes, sir.

Q. That is already on the pay-roll in your

statement? A. Yes, sir.

Q. And the extension, that is, the number of hours

is multiplied by the rate per hour, and the amount

that the employee is entitled to receive is added

in your Department, is it not? A. Yes, sir.

Q. Then what is put in the pay roll after it leaves you? A. After it leaves me it goes down to the main office.

5 Q. It will facilitate my examination of you, Mr. Fleming, if you will just answer the questions I have put to you. I asked you what was put in the pay roll after it left you? A. Well, after it leaves me it leaves my charge.

10 Q. Yes, but you are familiar with those pay rolls, and have seen them, and so on. You said a few moments ago, that up to a certain point the pay roll was prepared under your supervision. And now I am asking you, what goes into it after it leaves you?

15 A. There is nothing actually goes into the pay roll; the pay roll, after it leaves my charge, goes down to the office under Mr. Holiday; the additions to the pay roll are made up, and any information --

20 BY THE COMMISSIONER: Q. You say "Additions" to the pay roll? A. The additions and the total amount are made up, and any reports that Head Office call for and which I am not familiar enough with to tell you here would be made up and sent on to Head Office.

25 BY MR. McRUER: Q. But, as far as the pay roll is concerned it is complete when it leaves you? A. Yes, sir.

30 Q. Then we have a summary of the pay roll, or a summary of the piece work earnings rather which is

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in your statement, is it not?
A. Yes, sir.
Then what is put in the pay roll after it

is put in the pay roll after it

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made up in the other office, I understand? A. Yes, sir.

Q. Under Mr. Parrot, and Mr. Holiday has supervision of that office? A. Correct.

Q. Now, does your Department make reports as to the piece work production? A. They make reports covering everything; there is no special report to cover piece-work production alone.

Q. Well, these reports that we have filed here, for instance Exhibit 199, which is a card room report, and under the heading of "Speeders", that would be the production of speeders? A. The production of speeders, yes, the complete production of the speeders.

Q. Yes, and if the speeders were paid on piece-work it would be the production of the speeders who were working on piece-work, - the piece-work production? A. If this production was all turned off under piece-work rates.

Q. Well, if they are paid on piece-work rates? A. They are not always; it is not a hard and fast rule that they would be.

Q. Well, that may be. I am going to invite you, Mr. Fleming, to make an effort to try to explain this matter and not make any long speech? A. I will, sir, I will do my best.

Q. You and I had a go at it before, and you put it off onto somebody else? A. It was a misunder-

made up in the other office, I understand? A. Yes.
Q. Now, does your department make reports
as to the piece work production?
A. Yes, we have a special report
to cover piece-work production.
Q. Well, these reports that we have filed here,
for instance Exhibit 122, which is a card room report
and under the heading of "speakers", that would be
the production of speakers?
A. The production of
of speakers, yes, the complete production of the
work.
Q. Yes, and if the speakers were paid on piece-
work it would be the production of the speakers who
were working on piece-work, - the piece-work production.
A. If this production was all turned off under piece-
work rates.
Q. Well, if they are paid on piece-work rates?
A. They are not always; it is not a hard and fast rule
that they would be.
Q. Well, that may be. I am going to inquire
now, Mr. Widdow, to make an effort to try to explain
this matter and not make any long speech? A. I
will, sir, I will do my best.
Q. You and I had a go at it before, and you
at the time were very close?

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Fleming

standing on my part. I didn't quite understand what you were asking, Mr. McRuer.

Q. All right, I will try to make myself plain.

5 I have this book here, which is a summary of piece-work earnings, and we have in it entered the names of the different operations, and we have entered in it the production of that operation, and the earnings, the amount of production paid for, and the amount of
10 production reported. Now, in many of these

instances the production paid for is less than the production reported, and in some of them it is over. Now, I furnished Mr. Gordon with a statement that I
15 had taken off for the first three months of each year, from 1932 to 1935, when there was evidently a change made in the manner of reporting it, and it was not so easy to take a statement off after that. Did you have access to that statement? A. I did.

20 Q. You had an opportunity of going over it and seeing it? A. Yes, sir, I saw it.

Q. Now, have you gone over the different instances in it in order to determine why the production reported
25 and the production paid for did not balance?

A. I looked over the list, and there is nothing in the records that I know of, in fact I am reasonably sure there is nothing in the records that will show these differences.

30 Q. Just a moment, nothing that will show the differences? A. No, sir.

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Q. Oh, but the records show the difference?

A. Apart from the records that you have here. I mean, the pay rolls, or reports, or anything like that, that is here.

Q. Just a moment, Mr. Fleming; I do not know whether we are at cross-purposes, and I do not want to get at cross-purposes with you. You say there is nothing that will show the difference. I do not know whether you mean that language, or whether you mean there is nothing that will explain the difference.

A. May I explain it?

Q. No, I want to find if you are challenging the accuracy of this statement? A. Not at all.

Q. You agree with me that this summary of piece-work earnings does show that under the column piece-work earnings, production paid for and production reported, that they do not balance in very many instances? A. Quite correct.

Q. That is correct? A. Yes.

Q. And now I ask you if you went over this statement in order to determine what the explanation is for the reason of them not balancing? A. I went over the statement.

Q. Yes, and did you go over it with a view to being able to determine why the production paid for and the production reported did not balance?

A. I went over it with that idea in view to be able to explain the difference why the one did not balance

with the other.

Q. Now, is there anything in the records of the Company that would indicate the reasons why they do not balance?

A. That is the answer that I tried to give you a few minutes ago.

Q. I thought that was what it was, but that is not what you are saying. This is being taken down and we want to get it accurate. I asked you if there was anything in the records that will explain why they do not balance?

A. Not to my knowledge; not that I know of.

Q. Well, that is fair enough?

A. Not in the office, as far as I know.

Q. So that we are in this position now, in looking at the records of the Company, that if we go to the written records we find that on certain dates certain employees produced ~~certain~~ more goods than they were paid for?

A. No, sir.

Q. As to their piece-work earnings?

A. No, sir.

Q. Why, is that not a natural conclusion, what is your explanation of that?

A. Well, it could happen that what is shown as production produced on this report here was produced by others at an hour rate in the department. This is covering the total production of the Department and the piece-work earnings only being shown. Well, anything between the two of them is going to create a case where you have no balance. That is one reason only.

not balance?
A. That is the answer and I tried
company that would indicate the volume and say in
... that is the answer and I tried

I know of.

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written records we find that on certain dates certain
at the records of the company, that if we go to the
to that we are in this position now, in fact
office, as the

relation did not ...

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Fleming

Q. For instance, if I take the third item on this sheet, January 2nd, 1934, page 4, twister creelers, which is 27 per cent. under paid. If that 27 per

5 cent. of production was being paid for by our rates why would your record not show it? A. That is

another case. As I said, I gave you one instance; the twister creelers are entirely a different case.

Q. Well, I am asking you to take any other one. Do you suggest the spinners? You suggest they

10 may have been paid on an hour rate? A. They may have been but the twister creelers, no.

Q. The spinners may have been paid on an hour rate? A. Yes.

Q. Now, would your records not show that the spinners were being paid by the hour if we went on that particular day to the particular pay roll would we not see there the particular men that were being paid? A. On that particular day the frame

20 may have stopped, it may not have been running, or it may have worked, we will say, at 10 o'clock in the morning to turn out a certain amount of work, and it run until four o'clock in the afternoon;

25 he would not send out for a spinner to do that; he would take off some day-pay-hand around his room, probably a doffer if the doffing happened to be light in that section; he would put them on there to spin that yarn.

30 A. Well now, just a moment, who would be the

Witness
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Q. For instance, if I take the third item on

that sheet, I think it is 1904, and I think it is

which is 27 per cent, under paid. Is that so?

A. Yes, that is correct.

Q. That is why would your record not show it?

A. That is another case. As I said, I gave you one instance;

the twister creelers are entirely a different case.

Q. Well, I am asking you to take any other one.

A. You suggest the spinners? You suggest they

may have been paid on an hour rate? A. They may

have been but the twister creelers, no.

Q. The spinners may have been paid on an

hour rate? A. Yes.

Q. Now, would your records not show that the

spinners were being paid by the hour if we went on

that particular day to the particular pay roll would

we not see then the particular men that were being

paid? A. On that particular day the frame

may have stopped, it may not have been running,

or it may have worked, we will say, at 10 o'clock

in the morning to turn out a certain amount of work,

and it ran until four o'clock in the afternoon;

we would not send out for a spinner to do that;

he would take off some say-pay-hand around his room,

probably a dollar if the working happened to be light

in that matter; he would put them on there to spin

and he would be the

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Fleming

person who would determine how many hanks should be taken from the earnings of the spinners who are on piece work? A. There would be no hanks taken

5 from the earnings of the spinners on piece-work; the spinners on piece-work would be on other jobs.

Q. There would be no record of that at all.

The records here show that the spinners were on piece-work; they show that so many hanks were produced; 10 then they show so many hanks paid for, and yet there is no explanation at all of any other thing happening?

A. No, sir, not that I know of.

Q. So that if these spinners brought action against 15 you and said, "We produced so much on that day and there is what your records show, but we were only paid so much;" you have not a scratch of a pen to show whether or not their contention would be true.

A. No, but we have the men that handle the thing and 20 look after it, who could come in and give evidence as to how it was handled.

Q. It would be only the word of your officials?

A. Well, naturally.

25 Q. But you could not give specific explanation?

A. Naturally I would not be able to give you details of a thing like that.

Q. Can you give me a detailed explanation as to 30 any of these items on this memorandum that I have prepared as to why the discrepancy occurs?

A. From the present day back two years, to 1934,

Witness

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taken from the earnings of the spinners who are on
piece work? A. There would be no banks taken

from the earnings of the spinners on piece-work;
the spinners on piece-work would be on other, the.
There would be no record of that at all.

The records have shown that the spinners were on piece
work; they show in it so many names were produced;
then they show so many names paid for, and yet there
is no explanation at all of any other thing happening.
A. No, sir, not that I know of.

Q. So that if these spinners produce action within
you and said, the produced so much on that day and
there is what your records show, but we were only paid
so much; "you have not a receipt of a pen to show
whether or not their contention would be true.

A. No, but we have the men that handle the thing and
look after it, who could come in and give evidence
as to how it was done.

Q. It would be only the word of your witnesses
A. Yes, naturally.

Q. But you could not give specific explanation
A. Naturally I could not be able to give you details

Q. How long have you been in the business?
A. I have been in the business for about 10 years.

Q. How many men are there on this business?
A. I have about 100 men on this business.

Q. How many men are there in the factory?
A. I have about 100 men in the factory.

I can get you the man who has handled it who, I think, can give you a satisfactory and perfectly logical explanation of 90 per cent. of what appears there. If you will allow me to explain one or two --

5

Q. Just a moment, please. What you say is, you can go back to 1934, --

A. Yes, two years back.

10

Q. Two years back, and you say that you can bring here a man who can give a logical explanation. But I am not interested in logical explanation. I am interested in explanations.

A. Well, it will be the explanation.

15

Q. I see, that he will be able to take each one and say what occurred? A. Yes, and say what was the cause of this at that time.

Q. I see, out of his memory? A. Yes, out of his memory.

20

Q. From no record of the company at all?

A. In covering that point, the reason for it being --

BY THE COMMISSIONER: Q. That would only go back to 1934? A. Yes, when we made a change.

25

Q. 1932? A. In 1932 there were several clerks --

BY MR. McRUER: Q. What was the change that was made, because I think that there was a change; I think I could see a tightening up on this matter?

A. In 1932 there were clerks all over the mill.

30

Each department had its own clerk, and those clerks were on particular work, assembling various information

I can get you the man who has handled it who, I think
can give you a satisfactory and perfectly logical
explanation of 99 per cent. of what appears there.
If you will allow me to explain one or two --

.. Just a moment, please. What you say is,
you can go back to 1934, --

.. Yes, two years back.

.. Two years back, and you say that you can find

here a man who can give a logical explanation. But

I am not interested in logical explanation. I am

interested in explanations.

A. Well, it will be the explanation.

Q. I see, that he will be able to tell me one

and say what occurred? .. Yes, and say what was

the cause of this at that time.

.. I see, out of his memory? .. Yes, out of

his memory.

.. When he heard of the company at all?

A. In referring that point, the reason for it being --

My first question: .. That would only go back

to 1934? A. Yes, when he made a change.

Q. 1934? .. In 1934 there were several changes

MY MR. BRYDIE: .. What was the change that was

made, because I think that there was a change; I think

I could see a tightening up on this matter?

.. In 1934 there were several changes all over the place.

.. That is, the company was not the same, and the

and the company was not the same, and the

in connection with the mill work, but with the exception of picking up information that was required in connection with the pay roll and report work, from that time on it has been under one man all the time, and I do not think there is any question but what you can give explanations which will satisfy the Court as to the reason for those differences.

BY THE COMMISSIONER: Q. Who is this man?

A. Mr. Gariepy. He has been in there since 1934.

BY MR. McRUE: Q. Well, we will give Mr. Gariepy every opportunity to explain. You were in charge of this Department in 1932, were you not? A. Yes, I was in charge of the Department of 1932.

Q. Well, going back to 1932 we find repeated instances of the production paid for and the production reported failing to balance, and yet you cannot give us an explanation. Is that the position you are in?

A. There is no more reason to hide or to try to cover up anything in 1932 than there is between 1934 and to-day. It was exactly the same then.

Q. Well, Mr. Fleming, I am going to give you every opportunity to explain some of these differences, but I would very much prefer to have my question answered instead of a long speech.

MR. GEOFFRION: There is no long speech. The witness is only trying to make an explanation and you won't let him.

MR. McRUE: No, I think Mr. Fleming gave us

Witnessing

in connection with the mill work, but with the

exception of picking up information that was required

in connection with the pay roll and report work,

from that time on it has been under one man all the

time, and I do not think there is any question but

what you can give explanations which will satisfy

the Court as to the reason for those differences.

BY THE COURT: Now, who is this man?

A. Mr. Garity. He has been in there since 1934.

BY MR. MENZIES: Well, we will give Mr. Garity

every opportunity to explain. You were in charge

of this Department in 1933, were you not? A. Yes.

I was in charge of the Department of 1933.

.. Well, going back to 1933 we find reported

invariance of the production paid for and the production

reported falling to balance, and yet you cannot give

an explanation. Is that to position you are in?

A. There is no more reason to hide or to try to

cover up anything in 1933 than there is between 1934

and to-day. It was exactly the same then.

.. Well, Mr. Fleming, I am going to give you

every opportunity to explain some of these differences

but I would very much prefer to have my position

explained instead of a long speech.

.. Well, there is no long speech. The

.. Well, I will not be taking any more

.. Well, I will not be taking any more

some long speeches before.

THE COMMISSIONER: Just answer Mr. McRuer's question, please. When he is through with you Mr. Geoffrion or somebody else will afford you a chance to make all the explanations you like. We will get along much quicker if you will just answer the questions.

THE WITNESS: Very well, my lord.

BY MR. McRUER: Q. Was there not a change made about 1935 when there was a tightening up on this matter of determining whether or not those balanced, and if they did not balance, why they did not balance? A. I don't know.

Q. You don't know? A. No.

Q. Well, did you not know of the request for a breakdown of the totals, in order that there might be determined on what counts they did not balance? A. By hearsay only. I did not see their instruction.

Q. All right. You heard of it by hearsay? A. Yes, sir.

Q. From whom did you learn of it by hearsay? A. Well now, I don't even remember, but I know it was done.

Q. You did know then by hearsay that this matter was being tightened up? A. When this new report was being made out, yes, sir.

Q. And it was being made out for the purpose

Q. Now, I am going to ask you a question.

A. Yes, sir.

Q. Now, I am going to ask you a question.

A. Yes, sir.

Q. Now, I am going to ask you a question.

A. Yes, sir.

Q. Now, I am going to ask you a question.

A. Yes, sir.

Q. Now, I am going to ask you a question.

A. Yes, sir.

Q. Now, I am going to ask you a question.

A. Yes, sir.

Q. Now, I am going to ask you a question.

A. Yes, sir.

Q. Now, I am going to ask you a question.

A. Yes, sir.

Q. Now, I am going to ask you a question.

A. Yes, sir.

Q. Now, I am going to ask you a question.

A. Yes, sir.

Q. Now, I am going to ask you a question.

A. Yes, sir.

Q. Now, I am going to ask you a question.

A. Yes, sir.

Q. Now, I am going to ask you a question.

A. Yes, sir.

of determining why those were not balancing?

5 A. If I might be allowed to explain, sir, this was a policing report on me. I look on it as such. That is my own personal opinion, that it was, and is, a policing report on me. All I do on this report here is to initial it for the rates and help being correct. I have other information along the same lines but, as I say, I initial it as to the help and rates being correct.

10 Q. Then, I am going to ask you about these individual ones now as to why they should not balance, and we start off on page 2 of this book, and we take the first one which is cleaners. It is not written in on my copy. It shows 1.24 per cent. under; there is a production reported thereof 2022, and production paid 1997, and 1.24 per cent. under. Why would that occur? A. Well, there is a possibility of it occurring. If a doffer did the work of a cleaner, or supposed to, paid at an hourly rate.

15 . I am not talking about possibilities. Is there anything more than pure conjecture in it? A. Oh, just conjecture if you will.

20 . Yes, but why, not there be some record made that so much of this production was done by a man at an hour rate and, therefore, should be deducted?

25 A. It is not done. There is no record of that kind kept.

30 Q. Well then, these employees who were on piece-work get all the credit for all of the production;

of obtaining the same and following

A. If I might be allowed to explain, sir, this was

a solid report on me. I look on it as such. That

is my own personal opinion, that it was, and is,

a solid report on me. All I do on this report

here is to initial it for the rates and help being

correct. I have other information along the same

lines but, as I say, I initial it as to the help

and rates being correct.

Q. Then, I am going to ask you about these

individual ones now as to why they should not balance,

and we start off on page 2 of this book, and we take

the first one which is 1.14 per cent. It is not within

in on my copy. It shows 1.14 per cent. under;

there is a production reported thereof 3082, and

production paid 1907, and 1.14 per cent. under. Why

would that occur? A. Well, there is a possibility

of it occurring. If a dollar did the work of a

clanner, or supposed to, paid at an hourly rate.

Q. I am not certain about this, is it?

anything more than pure conjecture in it? A. Oh,

pure conjecture in it.

Q. Well,

you say, "I am not certain about this, is it?"

and you say, "I am not certain about this, is it?"

at an hour rate and, therefore, should be deducted?

A. It is not done. There is no record of that kind

Q. Well, then, you say, "I am not certain about this, is it?"

and you say, "I am not certain about this, is it?"

and there is nothing in the records to show anything having been credited to some mythical hour worker?

A. No, sir.

Q. Or credited to any hour worker who might happen to be off, and no record of that hour worker ever having worked on this particular production?

A. No record of it, no.

BY THE COMMISSIONER: Q. The pay roll shows that the cleaning was done on piece-work; that is correct, is it not? A. That is correct.

Q. And the pay roll shows that the piece-workers were being paid by the piece, does it not? A. Correct.

Q. And it shows that there was so much production of pieces? A. Yes.

BY MR. McRUER: Q. Yes, it shows that there were so many pieces produced, and yet it shows that they were not paid the full amount of the production? A. Right.

Q. And yet not a single thing to show why they were not? A. No.

Q. Can you tell me, is this mill in any way budgeted, or if it is required to produce a certain profit each year? A. Absolutely not.

Q. Well, is there not some demand made of it for so much profit per year? A. I never heard of such a thing, not even the suggestion of such a thing.

Q. If you are not making as much as you should you are not checked up at all? A. That is not

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... and the first of these is the fact that the

the question -

Q. Well, as a matter of fact, if the management of this mill show a high return-- A. It is in their favour.

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Q. It is in their favour? A. Yes.

Q. Well, now--

THE COMMISSIONER: By the word "return" do you mean profit?

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BY MR. McRUER: Q. A high profit? A. A profit, yes, sir.

Q. Now, on page 3 of the same date we have doffers production reported 38269; production paid?

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A. Pardon me, what details are those?

Q. Page 3. You can tell by their percentage, over one per cent.; production paid, 37635. Now, is there any reason as to why the doffers there did not get paid the full amount of their production? A. I cannot give you any definite explanation, no.

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Q. You know of no policy---

BY THE COMMISSIONER: Q. Pardon me a moment. The doffers are paid by the hour? A. No, sir, they are paid by the pound.

25

BY MR. McRUER: Q. Now, then, we come down to the twister creelers; there is 27 per cent. under there. Have you some explanation about that?

That is one of the large ones? A. Yes, that is one of the large ones, I want to talk about.

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... well, as a matter of fact, if the company of
this will show a high return-- A. It is in their
...
... is in their favor?
... self, now--
THE CHAIRMAN: By the way "return" do you
mean profit?
...
...
...
...
... You can tell by their percentage,
over one per cent.; production paid, 25000. Now,
is there any reason as to why the company there did
not get paid the full amount of their production?
I cannot give you any definite explanation, no.
... You know of no policy--
BY THE CHAIRMAN: A. Indeed as a moment. The
dollars are paid by the board. A. No, sir, they
are paid by the board.
BY MR. ROBERTS: Q. Now, then, we come down to
the twitter exchange; there is 25 per cent. under
there. Have you some explanation about that?
That is one of the large ones. A. Yes, that is
one of the large ones, I want to tell about,

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There are 29 twistors in that department, five of which are on heavy work. At times some of the creelers do not work at all.

5 Q. Yes? A. Therefore, if the total production of the room is shown on this summary and there is production coming off there, then there can be nothing else but a difference in the balance.

10 Q. Well, where is the record made up of the work that is done by the twister creelers? A. The record originates in the department and is made up in the mill itself.

15 Q. Well, I would like to have the record of what the twister creelers do, and a record of what the twister tenders do? A. Well, the twister tenders cover the whole thing.

Q. All right, the twister tenders cover the whole thing. What about the twister creelers?

20 A. The twister creelers would be taken off. There would be a record of what the twister creelers would take off, yes.

25 Q. Well now, let us turn up the pay roll for that date and let us see if your statement in that regard is correct. Have you checked it? A. I have not checked it, no, sir.

Q. Well, let us see if it washes out on the first one.

30 BY THE COMMISSIONER: Q. Do I understand that the operation of the creeler and the tender is the same thing? A. Not the same, sir.

At times some of the which are on heavy work.

Well, where is the record made up of the work

to protect and even to kill him. I, the

all right, the minister tendered cover the

only no too serious if it can be tol, Med.

Q. Well, they all would seem to be exactly the same? A. If there were tenders and creelers on the same machines they would produce exactly the same amount, my lord; but where there is a difference in the machines they looked after, it naturally causes a difference in the amount they turned out for each one.

BY MR. McRUER: Q. Can we get the twister tenders in the pay roll? A. You have got me at sea in the pay roll.

Q. You are completely at sea on the pay roll? A. Well, I can look it up, but it is going to take me some time.

Q. You are making the explanation for 1932? A. Well, let me get a man who understands the pay roll who can turn it up for me.

Q. All right, anything to let us get along. A. I could thumb it over myself, but it is going to take me half an hour.

Q. Take January 16th, 1932, because there we have the twister tenders reported as 15 per cent. under? A. As well as creelers.

Q. Yes, as well as creelers. Can we get an explanation as to why they should be paid on a production of 15 per cent. under the production reported. Are these on tenders or creelers? A. Those are on tenders.

Q. All right, can you give me any explanation as to why the twister tenders on that pay roll should

Q. Well, they all would seem to be exactly

on the same basis as they would produce exactly the

same amount, my lord; but there is a difference

in the amount of the interest, the interest being

the same in all cases, but the interest being

the same in all cases, but the interest being

the same in all cases, but the interest being

the same in all cases, but the interest being

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the same in all cases, but the interest being

the same in all cases, but the interest being

the same in all cases, but the interest being

as to why the twister tenders on that pay roll should be paid on a production of 15 per cent. under the production reported? A. A definite explanation?

Q. Yes? A. No, sir.

Q. Well, can you give me any kind of an explanation, definite or indefinite? A. I can give you the explanation of a possibility.

A. Well, we will even go that far afield? A. Well, it will be the same as before. It was done at an hour rate by somebody else in that Department.

A. It was done by somebody else in the Department? A. Yes, at an hour rate who normally would be working at an hour rate in the department.

Q. Then what proportion of this total working on piece work, and depending on the accuracy of your record, having nothing else but your records to depend on, how are they to know that they were not properly paid on that date? A. I know it cannot be checked up now---

Q. Why could not you have it checked at the time from your own records? If anybody did work at an hour rate it does not appear in your record? A. No, it does not.

Q. And there is no indication in your record that anyone was paid on this particular production on an hour basis? A. No, I don't believe there is.

Witness
Name

Q. Now, the witness said that the bill would
be paid on a percentage of the work done under the
contract, is that right?

A. Yes, sir.

Q. Well, can you give me any kind of an explana-
tion, definite or indefinite?

A. I can give you

the explanation of a percentage.

Q. Well, we will even go that far already? A. Well,

it will be the same as before. It was done at an hour

rate by somebody else in that department.

Q. It was done by somebody else in the department?

A. Yes, at an hour rate who normally would be working

at an hour rate in the department.

Q. Then what proportion of this total working

on piece work, and depending on the accuracy of your

records, having nothing else but your records to depend

on, how are they to know that they were not properly

paid on that date? A. I know it cannot be checked

at the time.

Q. Why could not you have it checked at the time

from your own records? If anybody did work at an hour

rate it does not appear in your records? A. No, it

does not.

Q. And there is no indication in your records that

anyone was paid on this particular production on an hour

rate? A. No, I don't believe there is.

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Q. Well, so that as far as the twister tenders are concerned all we can do is guess and conjecture; is that right? A. I would not call it guess and conjecture.

5 Q. Alright, you can call it whatever you like; you have done the best you can. A. I would call it a reasonable idea of what did happen at the time knowing the circumstances.

10 Q. Well, it would be extremely important if there were men working on an hour rate to know how many pounds -- is that pounds or hanks for the twister tenders? A. Pounds.

15 Q. How many pounds men working on an hour rate produced so you could deduct it from the total and have the correct amount for the people that were on piece work; that would be necessary in order to give them a proper accounting? A. To have an accounting, yes.

20 Q. In order to give the semblance of a proper accounting you would need to know how much men working on an hour rate produced and deduct it, wouldn't you? A. To be able to come here and show figures to show exactly what happened, yes sir.

25 Q. It isn't a question of coming here; it is a question of dealing with an employee that is dependent on you for the amount that they are being paid to know that you are being accurate and fair with them --

30 BY THE COMMISSIONER: Q. Does an employee know himself at the end of his two weeks how much he has produced? A. Does he know much he has

Q. Well, so that as far as the winter seasons
is that right?
A. I would not call it
guess and conjecture.
Q. Well, it would be extremely important if
there were men working on an hour rate to know how
many pounds -- is that pounds or marks for the winter
time knowing the circumstances.
Q. Well, it would be extremely important if
there were men working on an hour rate to know how
many pounds -- is that pounds or marks for the winter
time knowing the circumstances.
Q. How many pounds men working on an hour rate
produced so you could deduct it from the total and
have the correct amount for the people that were on
piece work; that would be necessary in order to give
them a proper accounting?
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accounting, yes.
Q. In order to give the resemblance of a proper
accounting you would need to know how much men working
on an hour rate produced and deduct it, wouldn't you?
A. To be able to come here and show figures to show
exactly what happened, yes sir.
Q. It isn't a question of coming here; it is a
question of having the figures that is required
for you for the amount that they are being paid to know
that you are being accurate and fair with them --
Q. Yes, I understand that. I mean an employer would
know at the end of his two weeks how much he has
produced?

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produced? Men that were working at the hour rate?

Q. No. A. The piece work employee?

Q. If he has something to follow in knowing how many pieces he has produced then he knows whether he is getting the proper pay?

A. There is no piece work employee in the mill that cannot follow his production. I don't know of any department in the mill where they cannot do it.

BY MR. GEOFFRION: Q. I could not hear; what was the answer?

A. I don't know of any piece worker employed in the mill that cannot follow their production and know at the end of the fortnight what they have produced.

BY MR. McRUER: Just take the twister tender; could this twister tender at the end of the fortnight know for how many pounds he is being paid?

A. By following the readings of his bank clocks.

Q. Yes, but he gets his pay and he does not know the rate per pound he is being paid? A. It is very easy for him to get it.

Q. But he doesn't know it, he is not told it? A. It is very easy for him to get it.

Q. He is not told that? A. If he asks for it he is.

Q. We had that before from Mr. Chamberland; but he is not told the rate per pound that he is being paid?

A. We don't run around after them to tell them what they are getting, no, sir.

Q. You do take the trouble to post their production? A. Yes, sir, the production is

produced? Now the 8 were working at the bank and

4. If he has something to follow in knowing how

MY MR. GOWRIE: - I could n't hear; what was

other employees in the mill that we not follow this

4. But he doesn't know it, he is not told it?

Q. He is not told that?

A. It is never told.

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Fleming.

posted every day.

Q. Posted where every day? A. I think you are referring to the weave room. It is posted there every fortnight, the number of cuts that have been turned out by each weaver. Other departments have different manners of showing it to the help, if they require to see it.

Q. Which department are the twister tenders in?

A. In the yarn finishing department.

Q. In the yarn finishing department are they posted every day? A. The production is posted up every day on a sheet. It is not hung up, it is put on to a sheet.

Q. Where is it put? A. The sheet is kept by a man who does that and nothing else.

Q. Well now, I want to just get now how the production is made available for the employees; there is a man whose duty it is to take the production?

A. To weigh the production.

Q. And make a record of it? A. Yes.

Q. Has he got an office? A. No, he has not got an office, he has a desk in the middle of a fairly large department.

Q. And he keeps a record there? A. He does.

Q. If an employee wants to know how many pounds he has got down for him he can go and ask him?

A. Any time he wants to know.

Q. That is the way in which it is available for them? A. Yes, that is the way it is available.

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not got an office, he has a desk in the middle of a

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Q. If an employee wants to know how many pounds

he has got down for him he can go and ask him?

A. Any time he wants to know.

Q. That is the way in which it is available for

Yes, that is the way it is

Q. You don't post it as they do in the weave room? A. No, sir.

Q. Then, no employee is given any information as to the rate at which he is being paid? A. Not unless he asks for it.

Q. Of course, the rate varies according to the style and count and everything and it keeps varying all the time? A. Yes, sir.

Q. Now, when we come to the end of the week the employee gets his envelope -- the piece work employee gets his envelope -- at the end of the two weeks the piece work employee gets his envelope and there is nothing on the envelope to show so many pounds at a certain rate or anything of that sort? A. No, sir.

Q. So that he has no way of knowing, even if he did know how many pounds he had produced, that he had been paid the full amount? A. Pardon me, I was picking this paper up; I missed the question.

Q. He has no way of knowing, even if he did know how many pounds he had produced of the different sorts, that he has been paid the full amount, unless he has a running statement of the rates? A. No, sir, if he asks for it he could figure it up. There is nothing against him getting that.

Q. So that we come back again to the twister tenders and as far as they are concerned we cannot tell anything to this date whether they were paid in full or not? A. Personally I am convinced they were paid in full.

Q. Well, you may be convinced, but I am just

Q. You don't point it as they do in the weave

A. No, sir.

Q. Then, no employee is given any instruction

as to the rate at which he is being paid?

A. Not unless he asks for it.

Q. Of course, the rate varies according to the

style and count and everything and it keeps varying

A. Yes, sir.

Q. Now, when we come to the end of the week the

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gets his envelope -- at the end of the two weeks

the piece work employee gets his envelope and there is

nothing on the envelope to show so many pounds or

certain rate or anything of that sort?

A. No, sir.

Q. So that he has no way of knowing, even if he

did know how many pounds he had produced, that he had

been paid the full amount?

A. Person no, I was picking this paper up; I missed the question.

Q. He has no way of knowing, even if he did

how many pounds he had produced at the different parts

that he has been paid the full amount, unless he has

a running statement of the rates?

A. No, sir.

Q. There is

nothing against his getting that.

Q. So that we come back again to the matter

of the rates and as far as they are concerned we cannot

tell anything to him as to whether they were paid in

full or not.

Q. Now, you say the employee has no way of knowing

5 talking about as far as we have anything but your
conviction to tell us? A. That is all you have
got, sir.

Q. We haven't a record of a man working by the
hour in there among the twister tenders; what sort of
a man would you get working among the twister tenders
by the hour? How would he get in there working by
the hour? They are engaged by piece work; how would
this chap get in there to work by the hour?

10 A. Supposing there is a trucker in the department.

Q. Yes. A. And work slackens down
for the afternoon and you have a twister that has
stopped and the foreman requires to turn out 100
pounds or 200 pounds of yarn for that twister, with
that man hanging around and doing nothing, would it be
logical to send out and get a twister down and still
keep him loafing around there, and pay it by piece work.

Q. But you keep no record of the production
he makes while he is working by the hour?

20 A. A record is kept and goes on to the report but
doesn't go into the piece work earnings on the pay roll.

Q. If a record is kept and goes on the report
shouldn't it appear on the report that day -- that
week?

25 A. It will show on the report,
on the production report.

Q. On the production report? A. Yes, sir,
that is what causes the unbalancing of it.

Q. Can we find a production report that would
have that record of that work that will show that man
was working there by the hour? A. No, all you can

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find from the production report is what you have got here.

5 Q. You see, the production report has on it, you say, the probable or possible production of a man who was engaged by the hour? A. Not engaged specially for the work, but happened to be in the department and could be spared to do the work.

10 Q. What report is it that shows the work that was done by him as apart from the work that was done by the regular piece work employees? A. None.

15 Q. Well then, how do you find out what is coming to the regular piece work employees, or do you just guess at it? A. There is no question of guessing at it. There is a form there and assistants to look after it and see it is handled properly.

20 Q. How do they know at the end of the fortnight how much has been done by this man? A. If you have hank clocks on the frames and your hank clocks are being read every day, and on this frame that is being run by the hour rate man, when the man goes to read the hank clocks the notation is put there that was run by the man on the hour rate.

25 Q. Notation put where? A. Notation put on the pick-up sheet.

BY THE COMMISSIONER: Q. Is such a notation there? A. Yes.

30 BY MR. McRUE: Q. Where are those sheets? A. The sheets that have the pick-up, we keep them for probably three months and throw them away. I could not say where the sheets are.

Q. Now, the production report has on it,

Q. You see, the production report has on it, you say, the possible or possible production of a man

A. Not engaged who was engaged by the hour?

Q. Specifically for the work, but prepared to be in the

department and could be asked to do the work.

Q. That report is it that shows the work that

was done by him as apart from the work that was done

by the regular place work employees? A. None.

Q. Well then, how do you find out what is coming

to the regular place work employees, or do you just

guess at it? A. There is no question of

guessing at it. There is a form there and assistants

to look after it and see it is handled properly.

Q. How do they know at the end of the fortnight

how much has been done by this man? A. If you

have bank clocks on the frames and your bank clocks

are being read every day, and on this frame that is being

run by the hour rate man, when the man goes to read

the bank clock the notation is put there that was run

by the man on the hour rate.

Q. Notation put there? A. Notation put on

the pick-up sheet.

Q. BY THE CHARTERED STENOGRAPHIC REPORTER; 4. Is such a notation put on

A. Yes.

Q. BY THE CHARTERED STENOGRAPHIC REPORTER; 4. Where are these sheets?

A. The sheets that have the pick-up, we keep them for

properly three months and then they are thrown away. I could not

say where the sheets are.

Q. Well, it would have to be transferred from one office to another? A. It would eventually come on to the regular fortnightly report.

Q. Where is that transferred, that information that so much is to be deducted from the regular production for work done by men on hour rates?

A. It should be on the pick-up sheets that come to the office.

Q. That comes to the office and then the deduction has to be made? A. It has to be lined up in

whatever way it should be. The detail of how it would be handled between the pick-up sheet and the report, or the pay roll, I would not attempt to state definitely just how it is done. I would have to find out from the man that handles it.

Q. I would not mind so much if it was not that we find such a great many of these in such a variety of operations. If it was one or two operations, but they seem to pop up in every one, even in the blanket binders, and we had the man in charge of the blanket

binders who said it could not happen in there the way their business was done. You had the young

lady from the yarn finishing department this morning;

you heard what she said? A. She balances up between

the report and the pay roll when she makes the report.

With the peculiar conditions that we have got at this

branch down here, the conflict of colour work and

style work along with weaving work, it is very

difficult at times to meet all conditions, and they

have to be met by these hour workers going in in place

Q. Well, it would have to be transferred from one
office to another?
A. It would eventually.
Q. There is that possibility, that information
that so much is to be taken from the regular
business in the way of the pick-up sheets last come to
the office.
Q. That comes to the office and then the document
has to be made?
A. It has to be lined up in
whoever way it should be. The detail of how it would
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they seem to pay up in every one, even in the blanked
binders, and we had the man in charge of the blanked
binders who said it could not happen in there the
way their business was done. You had the young
lady from the pay roll department this morning;
you know what she said? A. She balances up before
the report and the pay roll when she makes the report.
With the regular conditions that we have got at this
stage work along the way, it is very
difficult to find it hard to understand, and I
have to be met by these poor women going in to find

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of piece workers. That is a very common thing.

Q. Does that happen now? A. Absolutely.

Q. Why is it we find in the recent pay rolls

there is very seldom that they are out of balance

and if they are out of balance it is only a couple
of yards or something like that? A. You have

got down to the details of the thing and I would have
to go into that more thoroughly. I cannot answer
that now.

BY MR. GEOFFRION: Q. Who can say that, Mr.

Cariepy? A. Yes, sir.

BY MR. MORVER: Q. Well, Mr. Fleming, this is a
production report Mr. Gordon has handed me for the
fortnight of the 16th -- ending the 16th of January,
1932 in the yarn finishing department, I think; is
that correct? A. That is the twister?

Q. In the twister, yes, we have the duffers
and twisters, total production shown? A. There is
night and day report there; there should be two night
sheets and two day sheets, I think.

Q. I want to make sure that we have the ones
to correspond to the ones on my memorandum. Turn up
the 16th of January? A. January 30, 1932 ----

Q. The 16th, here we are; and page five --

A. Twister tenders.

Q. Twister tenders, yes; now the total there is--
the total reported is 98,253? A. I think those
four together, the four reports together should give
that.

Q. If you take the sum total of these figures?

of piece workers. That is a very common thing.
Q. Now that is a very common thing?
A. Why is it we find in the recent pay rolls
there is very seldom that they are out of balance
and if they are out of balance it is only a couple
of yards or something like that?
A. You have
got down to the details of the thing and I would have
to go into that more thoroughly. I cannot answer
that now.
BY MR. BRADIE: Q. Who can say that, Mr.
A. Yes, sir.
BY MR. BRADIE: Q. Well, Mr. Fleming, this is a
production report Mr. Gordon has handed me for the
fortnight of the 15th -- ending the 15th of January,
1922 in the year finishing department, I think; is
that correct?
A. That is the twister?
Q. In the twister, yes, we have the letters
and twisters, total production shown? A. There is
night and day report there; there should be two night
sheets and two day sheets, I think.
Q. I want to make sure that we have the ones
to correspond to the ones on my memorandum. Turn up
the 15th of January? A. January 30, 1922 --
Q. The 15th, have we any; and only five --
A. Twister twisters.
Q. Twister twisters, yes; now the total there is
we found reported in 24,122?
A. I think those
twister twisters, the four reports together should give
that.

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A. I should think so, but you are getting me into stuff now where I don't know too much about it.

Here we have got 16th first here and 16th second -- that doesn't look right.

5 Q. Yes, that is too many, that is the wrong pay roll, that is February? A. That would give it, somewhere near it, those three together.

10 A. Yes, I think these are the correct ones, so may I file those then, my lord, three production reports in the twisters, Montmorency branch --

THE COMMISSIONER: Twisting, branch production reports.

15 MR. HEWARD: Do they cover anything else, skein winding and twisting? A. That is the names of the departments that are mixed up in that.

BY MR. McRUER: Skein winding, reeling and twisting in the Montmorency branch.

THE COMMISSIONER: What is it, skein winding --

20 MR. McRUER: Skein winding, reeling and twisting for the fortnight ending the 16th of January, 1932.

EXHIBIT NO. 200

Three production reports covering skein winding, reeling and twisting for fortnight ending 16th of January, 1932.

25 Well now, you were explaining in regard to the creelers that there were certain machines on which --

THE COMMISSIONER: The 16th of January?

30 MR. McRUER: 1932, yes, my lord; certain machines on which creelers would not work? A. Yes, there are no creelers on that, sir.

Q. Can you tell from looking at the pay roll

I think so, but you are talking as if

start now where I don't know too much about it.

Have no more got with that and with record --

doesn't look right.

Yes, that is too much, that is the wrong way to

that is necessary

somehow near it, take three to four.

Yes, I think there are two correct ones, no

may I like those then, my lord, three protection

reports in the history, contemporary branch --

THE CONTINUITY: History, branch protection

reports.

Yes, but do they cover anything else, which

nothing and nothing?

of the documents that are taken up in that.

It is the same, but the same, same and same

in the contemporary branch.

The continuity branch is of the same kind --

the same, but the same, same and same

for the continuity branch the last of January, 1920.

Some documents, some

continuity branch, some

continuity branch, some

continuity branch, some

continuity branch, some

continuity branch, some

continuity branch, some

continuity branch, some

continuity branch, some

continuity branch, some

how much of the production at this time was produced by machines that had creelers on them and how much was produced by machines that had no creelers on them?
A. No, sir.

Q. Well, how then can you arrive at the figure in this instance on the 5th -- on the 16th of January, 1932, page 5, that the production for which creelers were entitled to be paid was 59,947? A. What was that date again, sir?

Q. On the 16th of January, 1932? A. At that time, if I remember rightly, the twistors were on a pound weighed basis for being paid.

BY THE COMMISSIONER: Q. Who were?

A. The twistors altogether, that is the twister tenders, creelers and the doffers.

Q. On a pound basis? A. On a pound basis. We afterwards were dissatisfied with the system and we changed over to the hank clock basis the same as the balance of the machinery throughout the mill. At that time I don't know which they were on.

BY MR. McRUER: Q. What do you mean by changed over to the hank clock basis? A. That is, reading the hank clocks, taking the hanks and converting them into pounds to pay them.

Q. So the pounds were arrived at by dividing the number of hanks by the number of hanks per pound?

A. Putting the hanks into pounds and paying them on the pound basis which was the established rate list.

Q. Well, would that make it more pounds or less pounds? A. Exactly the same, with the

5 exception that on the frames -- well, it is a better
record as far as we are concerned; it is more accurate
on account of having the clocks on there. The only
thing is it is a little bit more expensive insofar
as the company is concerned because in converting
the hanks into pounds, if you haven't got all the
spindles running on the frames you are putting down
for pounds they don't turn out, that they do no work
on at all. In the case of telling what was run on
10 creeler twisters and what was not the only way that
could be told after it has gone through to the pay
roll, -- after the pay roll has been made up, would be
by whoever knew what was going through there at the
time, or after those records were destroyed, after
15 the pick-up sheets were destroyed.

Q. Yes, but here we have a record that shows that
98,253 pounds went through the machines, the twisting
machines? A. Yes.

20 Q. Twisting machines you call them? A. Twisters
is the common name for them.

Q. Then, we have a record that shows that ~~the~~
production for the creelers as far as the record is
concerned, but it shows the creelers were paid on a
basis of 59,948, or 38.99% less? A. Yes.

25 Q. And there is nothing that we can find that
shows that any -- how many of those machines had no
creelers on them, if there were any that had none, and
nothing that we can find that shows what is the
30 production of the machines that had no creelers on,
if there were such machines? A. No, unless

exceptional kind of the French -- well, it is a French
person in that he was a Frenchman; it is more French
or the kind of having the French on there. The only
thing is it is a little bit more expressive in the
as the French is concerned, it is more expressive in
the French way of doing it, it is more expressive in the
expression of the French in the French way of doing it
the French way of doing it, that they are not French
on all. In the case of French, it is not French
greater French and that is not the only way that
could be said that it has gone through to the way
well, -- after the way it has been done, well, it
by whoever has done it, it is not French, it is not
the French way of doing it, it is not French, it is not
the French way of doing it, it is not French, it is not

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the French way of doing it, it is not French, it is not
the French way of doing it, it is not French, it is not

somebody knew what happened who was running on the machines at the time.

Q. You would not make a record that machines number so and so have not got creelers, therefore deduct that, and the creelers are paid on the balance?

A. No, sir, once these things go into the permanent records, the pick-up they have is kept for a matter of about three months and then it is destroyed.

Q. But we have got the production report?

A. Yes.

Q. We have the actual production report for these machines?

A. Yes, sir.

Q. As far as we can say to-day that production report was accurate, and you have nothing to challenge the inaccuracy of it?

A. No, sir.

Q. If these employees were all suing you for pay I don't know how you would make out with the records like that --

MR. GEOFFRION: I would not be afraid of suit at all.

MR. McRUER: You are never afraid of a suit when you are acting for your client, because that is all good business.

MR. GEOFFRION: From my client's point of view I would not be afraid to meet it.

MR. McRUER: I never knew a lawyer yet that was afraid of a lawsuit; at least, he was a foolish fellow if he was.

Q. Then, on page 7 we have the polishing tenders; what is the process of the polishing?

A. That is

...show what happened who was running on the
...of the time.

Q. You would not make a record that machine

...and the operators are built on the balance?

A. No, sir, once these things go into the

...it is destroyed.

Q. But we have got the production report?

A. Yes.

...the production report?

...the production report?

Q. As far as we can say today that production

report was accurate, and you have nothing to enable

A. No, sir.

Q. If these employees were all asked you that

say I don't know how you would make out with the

records like that --

MR. GREGORY: I would not be afraid of what

MR. MURPHY: You are never afraid of a suit

when you are acting for your client, because that is

all good business.

MR. GREGORY: Now my client's bill of value

I would not be afraid to say it.

MR. MURPHY: I would not be afraid to say it.

...it is a matter of fact, as you know.

...it is a matter of fact.

...it is a matter of fact.

...it is a matter of fact.

piece work.

Q. Piece work? A. Much along the same line.

Q. Ordinarily paid along the same line; well, the record there shows a production of 65,2-- or 6,524 and they are paid on the basis of 5,568 or 14.65% under. Now, have you any suggestion to make there as to why the piece workers who were polishing tenders should not be paid the full amount of the production?

A. Do you want me to say what I think might have happened?

Q. I want any explanation you can give me?

A. Well, the polishing room, if you know what it is, is a very small department. Probably at the limit it would have a dozen hands in it. There is a man in charge and at times it comes down to the place where there may be only a couple of the men working in there and the man in charge is still there to look after them. Supposing an order came in for something and you have work for that one man alone. He would not send out for a man to come in and run one machine or probably run two machines for it. He would start the machines up and run them himself. If he ran the machine himself and the production came off we would not pay him his section hand's rate and pay him a piece work rate for turning the yarn off at the same time. He would be paid his section hand rate only; so therefore the production that came out from him would be shown on the report.

Q. Shown on what report? A. On the production report.

piece work.

Q. Place work? A. When along the same line.

Q. Ordinarily paid along the same line; well,

the record there shows a production of \$5,2-- or \$5,225

and they are paid on the basis of \$,500 or \$4.500 and

Now, have you any suggestion to make there as to why

the piece workers who were polishing furniture should not

be paid the full amount of the production?

A. Do you want me to say what I think might have

been?

Q. I want an explanation you can give me?

A. Well, the polishing room, if you know what it is,

is a very small department. Probably at the limit

I would have a dozen hands in it. There is a man

in charge and at times it comes down to the piece

where there may be only a couple of the men working

in there and the man in charge is still there to look

after them. Supposing an order came in for some-

thing and you have work for that one man alone. He

would not send out for a man to come in and run one

machine or probably run two machines for it. He would

start the machine up and run that himself. If he

was the machine himself and the production came off

we would not pay his production hand's rate and say

his piece work rate for turning the year off at the

same time. He would be paid his production hand's rate

only; so therefore the production hand's rate came out from

him would be shown on the report.

Q. Now on what report?

A. On the production

report.

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Q. You mean it would be included in the production report? It would not be shown in the real production report as his work? A. No, sir, it would be included in the production report and the amount produced at the rate produced would not be credited to him as piece work and would not go into the piece work earnings.

Q. How would you know the amount that he produced? A. That production is weighed.

Q. Was there any record kept of it? A. No, sir.

Q. No record kept? A. No, sir.

Q. Then, how do you keep your records for making up your pay roll, Mr. Fleming? You have to know how much you are going to pay the piece workers and in that instance how would you determine that "I am going to pay this piece worker \$55.68", for example? A. That production is taken into the weight sheet, to be weighed. The production that went from the men on piece work would carry their card or ticket with their name on it and the type of work and yarn, to be weighed up, and would be credited to them. When the yarn came in that was done by this man at a day rate, this section hand, it would be weighed and entered up for the production report, but there would be some notation on it there that it had been done by that man or some other man who was at a day rate, whoever it happened to be.

Q. There would be no record of that at all?

A. It would go on the weight sheet for the production but not for the piece work pay roll.

Q. You mean it would be included in the

production report? It would not be shown in the report

production report as his work? A. No, sir, it

would be included in the production report and

the amount produced at the rate produced would not be

credited to him as piece work and would not go into

the piece work earnings.

Q. Now would you know the amount that he produced

A. That production is weighed.

Q. Was there any record kept of it? A. No, sir.

Q. No record kept? A. No, sir.

Q. Then, how do you keep your records for

weight of your work, Mr. Brydie? You have

know how much you are going to get for piece work

and is that instance how would you determine that

"I am going to pay this piece worker \$55.58" for

example? A. That production is taken into

the weight sheet, to be weighed. The production

that went from the men on piece work would carry their

and on ticket with their name on it and the type of

work and then, to be weighed up, and would be credited

to them. When the year came in that was done by

this man at a day rate, this section hand, it would be

weighed and entered up for the production report, but

there would be some notation on it there that it was

been done by that man or some other man who was at a

day rate, whatever it happened to be.

Q. There would be no record of that at all?

A. It would be on the weight sheet and the production

but not on the piece work sheet.

Q. Is that sort of thing happening to-day?

A. I think so, I am more or less convinced that it is.

Q. Well, more or less convinced, do you know anything about it?

5 A. I cannot say definitely it is going on. Whether the necessity arises for it or not is questionable. That you can find out from the man that looks after the details of this thing.

10 Q. You see, when we get down/to-day, after this circular letter that was sent out pointing out that there were cases where they balanced in the figures but when you analyzed them they did not actually balance, that the figures did not seem to be accurate, and then the breakdowns were put into the record and in this breakdowns I find they come out admirably, that they balance very accurately?

15 A. I cannot tell you about that, I cannot explain that, I did not go into it close enough for that, sir.

20 Q. Then we have had an explanation from you about the creelers and twister tenders and I asked you about the polishing tenders. We asked the head of the blanket department about the blanket binders --

A. May I know what explanation he made on that? I didn't hear that.

25 Q. He said there was no case in which it should not properly balance in his department? A. It should really, too, because he has no girls at an hour rate.

30 Q. Well, I have a very recent one noted in my book where it did not balance; August 17, 1935, the blanket binders are paid on an under production.

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Q. Is that sort of thing happening today?

A. I think no, I am more or less convinced that it is.

Q. Well, more or less convinced, do you mean?

A. I cannot say definitely.

Q. It is going on. Whether the necessary action is or

not is questionable. That you can find out from

the man that I told you the details of this thing.

Q. You mean, when we get down to-day, after

this circular letter that was sent out pointing out

that there were cases where they behaved in the

figures but when you analyzed them they did not

actually balance, that the figures did not seem to be

accurate, and then the pressure was put on the

board and in this instance I think it was some one

admitted, that they balance very accurately?

A. I cannot tell, or about that, I cannot say that.

Q. It is not so late in time as that, is it?

A. Then we have had an explanation from you

about the exercise and the other things and I asked

you about the following figures. He asked the same

of the figures about that about the figures -

Q. May I know what explanation he made on that?

A. I don't know that.

Q. He said there was no case in which it was

not correct in the figures.

Q. And really, yes, because he has no right to say

no.

Q. Well, I have a very strong impression in my

mind that it did not balance; August IV, 1955, the

figures were said to be correct.

Can you turn me up the blanket binders there? The
blanket binders on that date, the actual production
appears to be 10,659 pairs and paid 9,834 pairs,
which is over 800 --

5 A. That should not be
difficult to check up, sir. The man that is running
the department is here.

Q. Well, we will just leave you with that over

night, then. A. Alright, sir, I will check

it up and see if I can get an explanation.

10 THE COMMISSIONER: We will adjourn now until
to-morrow morning.

-- The Commission adjourned at 5.00 o'clock p.m.
Thursday, May 7th, 1936 to resume at 10.00 o'clock
a.m., Friday, May 8th, 1936.

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Witness:

101

Can you turn me up the blanked minutes there?
Blanked minutes on that date, the annual production
appears to be 10,000 pairs and paid 9,834 pairs.
... That should not be
... the man that is running
... the department is now.
... Well, we will just leave you with that over
... night, then.
... Alright, sir, I will check
it up and see if I can get an explanation.
The Controller said: we will return him until
to-morrow morning.

-- The Commission adjourned at 2.00 o'clock p.m.
Thursday, May 7th, 1936 to resume at 10.00 o'clock
a.m., Friday, May 8th, 1936.

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3702

ROYAL COMMISSION ON THE TEXTILE INDUSTRY

HON. MR. JUSTICE W.F.A. TURGEON,

Commissioner,

A.S. Whiteley, Secretary,

TWENTY - EIGHTH DAY

Robert Brydie,
Official Reporter

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1. *Introduction*

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ROYAL COMMISSION ON THE TEXTILE INDUSTRY

HON. MR. JUSTICE W.F.A. TURGEON,

Commissioner,

A.S. Whiteley, Secretary,

A p p e a r a n c e s :

J.C. McRuer, K.C., and)
E. Beuregard, K.C.)

Commission Counsel

J.P. Lanctot, K.C.

For Special Committee
of Primary Textile
Industries.

C.G. Heward, K.C.)
Aime Geoffrion, K.C.)
and)
C.T. Ballantyne, M.P.)

For Dominion Textile Co.

S.G. Dixon, K.C.

For Courtaulds, Limited

L.A. Forsyth, K.C.

For Canadian Celanese Ltd.
and Canadian Silk Products
Limited.

-- O U O --

1900

THE CHARTERED SURVEYOR

THE CHARTERED SURVEYOR

THE CHARTERED SURVEYOR

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Quebec City,
May 8th, 1936

-- The Commission resumed at 10.30 A.M.

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WILLIAM D. FLEMING,

EXAMINATION BY MR. McRUER (RESUMED):

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Q. Mr. Fleming, were you able to get the explanation for the failure of the production reported and the production paid for to balance, in blankets?

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A. No, sir, it is not complete. It is being looked up by the Foreman of the Department where the work originates, and the office where it is checked, and after that I will have to take the balance of the matter up with Eugene Gariepy who looks after it in the office. I will do that.

20

Q. All right. Now then, just one other thing I wish to talk about with you this morning, or take up with you this morning, Mr. Fleming. This black loose-leaf book that we have here was produced by you, Mr. Fleming, when you were in the box before, and it is a record of the rates of pay for both piece-workers and time-workers, is it? A. Yes, sir.

25

MR. McRUER: I think we should have this book marked now, my lord.

THE COMMISSIONER: That will be Exhibit 201.

30

MR. McRUER: What will be the proper title for this book, Mr. Fleming?

MR. FLEMING: Titles and occupation sheets and

March 11, 1914

The Commercial Appeal and Advertiser

REPLY TO MR. BRYDIE

RECEIVED BY MR. BRYDIE (RECEIVED)

4. Mr. Fleming, were you able to get the explanation for the failure of the production reported and the production paid for to balance, in January? A. No, sir, it is not complete. It is being looked up by the foremen of the department where the work originated, and the office where it is checked, and after that I will have to take the balance of the matter up with Eugene Gervase who looks after it in the office. I will do that.

5. All right. Now then, just one other thing I wish to talk about with you this morning, or take up with you this morning, Mr. Fleming. This black loose-leaf book that we have here was produced by you, Mr. Fleming, when you were in the box before, and it is a record of the rates of pay for both piece-work and time-work, is it? A. Yes, sir.

MR. BRYDIE: I think we should have this book marked now, my lord.

THE CLERK: That will be Exhibit 203.

MR. BRYDIE: That will be the proper title for this book, Mr. Fleming?

MR. BRYDIE: Titles and descriptions please

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rate list for the Montmorency Branch.

EXHIBIT 201: Titles and Occupation sheets,
and rate list, Montmorency Branch.

5 . There are certain dates at the top of the
pages. For instance, looking at the first page
under "Shop and General;" it is indexed under different
heading, my lord, but taking "Shop and General"
the date is July 20th, 1935. What is that date
indicated in the mechanical Department? A. That
10 would be the date that the sheet was made out at the
last revision of any kind where that particular
department was concerned.

Q. I see the next one is February 27th, 1936?

15 A. Yes.

Q. 1936, in the Mechanical Department. That is
a very recent one. Probably you can tell me, was there
a change in the rates in that Department at that time?

10 A. There wasn't any change in the rates; there was a
man added to the staff, a man we had had previously
in the mill.

Q. I see. What I want to deal particularly
with at the moment are two or three old sheets that
25 appear in this book. They are dated December 28th,
1928. It has been March 1st, 1930, and then struck
out and written in, December 29, 1928? A. Yes.

Q. And that is headed: "Piece-work rate basis.
Montmorency Card." Would this sheet show the piece-
30 work rate basis which was in effect in December, 1928?
A. Yes, sir.

Visiting

27th

Table 1111 for the Ministry of Health

TABLE 1111: Titles and Occupation sheets

There are certain dates at the top of the

pages. For instance, looking at the first page

under "Shop and General", it is indexed under different

headings, my lord, but taking "Shop and General"

the date is July 20th, 1935. That is that date

indicated in the mechanical department?

would be the date that the sheet was made out at the

last revision of any kind where that particular

department was concerned.

I see the next one is February 27th, 1935?

A. Yes.

1936, in the mechanical department. That is

a very recent one. Probably you can tell me, was there

a change in the rates in that Department at that time?

A. There wasn't any change in the rates; there was a

man added to the staff, a man we had had previously

in the mill.

A. I see. That I want to be particularly

with at the moment are two or three old sheets that

appear in this book. They are dated December 1935,

1936. It has been March 1st, 1936, and then again

one and written in, December 23, 1936?

A. Yes. And that is headed: "1936-work rate basis."

"Emergency Card." Would this sheet show the place-

work rate basis which was in effect in December, 1935?

A. Yes, sir.

Q. Yes. And then the next sheet to it is also dated December 29th, 1928 and headed "Piece-work Rate Basis" and that is "Riverside Card". What does that mean? A. That is a different Department.

Q. But it is a department of the Montmorency Mill? A. Montmorency card is one department and Riverside card is another department.

Q. In the Montmorency Mill? A. Yes, another department in the Montmorency Mill.

Q. All part of this branch? A. All part of this branch, yes.

Q. And that has the rates for the drawing tenders, slubber tenders, slubber back tenders, intermediate tenders, intermediate back tenders, speeder tenders, and doffers? A. Yes.

Q. Then the next page is dated December 29th, 1928 "Piece-work rate basis", and enumerated on it are ring warp spinners, doffers; ring weft spinners and doffers, spooler tenders, warpers - tenders and creelers, drawing-in girls, battery fillers, weavers-auto cloth, plain cloth; and auto blankets, 10/4.

What does that mean? A. That is the size of the blanket, 10 and a quarter.

Q. I see, 10/4, 11/4, 12/4, then plain blankets, plain cashmerette; then cloth - inspectors; napping - blanket binders; reel tenders, skein winder tenders, spooler tenders, twister tenders, twister creelers, twister doffers, cone winder tenders, and then

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cop winder tenders; what is "cop"? A. Different type of winders.

Q. Then baller tenders, warper tenders, splicers, cop packer; then hosiery mule - back tenders day and night; spinners. What is "ave"? A. Average.

Q. Oh yes, spinners, average; and then day and night; pieces day and night, doffers day and night. Then the woollen mule, spinners, piecers, and doffers?

A. Yes. May I say here that I can see from the rates in this book that they do not represent the rates being paid to-day.

Q. I know that, I made a comparison, as a matter of fact? . Those are the rate sheets going back, - I think I explained to you what happened when it was first brought up.

Q. Quite right, but what does interest me is the fact that they are old sheets in this book, and I was looking for rates that prevailed about this time, and I want to compare them with the rates that appear for the same operation in the book to-day. That is my mission at the moment. Now, to start with the ring warp spinners, there is an average here of \$13.50. What does that mean? A. Without looking it up I cannot say, sir. In 1928, it must have been for different sized jobs in the department at the time which had a sliding basis.

Q. Yes? A. This \$13.50 would be the average of the different bases being worked. That would be

idea from seeing that there.

Q. And what is the 85 per cent. opposite?

A. The 85 per cent. would be the particular production required.

Q. 85 per cent. of the production required to reach the average?

A. To reach the average, yes.

BY MR. HEWARD: Q. The production of the machines?

A. The production of the machines, yes.

BY MR. McRUER: Q. Well, can you turn up the ring warp spinners and see what the basic wage is for them to-day, one doing the same operation. Now, it is shown here, weekly wage, 55 hours, \$13.90. That is under date of January 4th, 1936, and the average shown under the heading of December 30th, 1928, is \$13.80. Would the hours be the same in December, 1928?

A. 55 hours, yes, sir.

Q. 55 -hour basis? A. Yes, sir.

Q. Now, the doffers are classified here in ink. We have \$9.50, and head doffer \$15.20, is it? A. Yes, sir.

Q. And what is "Exp"? A. Experienced doffers.

Q. Experienced doffers \$10.45, yes. Turn up the doffers under the present rate; you have the basic rate for doffers \$9.50, and one head doffer \$10.50; 26 doffers at \$9.50, that is the current rate, apparently. So that the average rate per doffer was considerably higher; I am dealing with ring warp doffers, and the rate for ring warp doffers was, apparently, considerably higher in 1928? A. No, sir.

Flaming

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idea from seeing that there.

Q. And what is the 85 per cent. opposite?

A. The 85 per cent. would be the particular production

required.

Q. 85 per cent. of the production required to

reach the average? A. To reach the average, you

BY MR. BRYDIE: Q. The production of the machine

A. The production of the machine, yes.

BY MR. BRYDIE: Q. Well, can you turn up the ring

with spindles and see what the basic wage is for them

to-day, one doing the same operation. Yes, it is

shown here, weekly wage, 55 hours, \$18.00. That is

under rate of January 1st, 1936, and the average shown

under the heading of December 1st, 1935, is \$18.00.

Would the hours be the same in December, 1935?

A. 55 hours, yes, sir.

Q. 55-hour basis? A. Yes, sir.

Q. Now, the dollars are classified here in ink.

We have \$9.50, and head dollar \$13.50, is it? A. Yes, sir.

Q. And what is the next? A. Experienced dollars.

Q. Experienced dollars \$16.45, yes. Turn up

the dollars under the present rate; you have the basic

rate for dollars \$9.50, and head dollar \$13.50.

55 dollars at \$3.50, that is the current rate.

Q. So that the average rate per dollar was

approximately higher; I am dealing with ring wage

and you have the ring wage

and you have the ring wage

\$9.50, that is experienced doffers, and other classification of the doffers.

Q. Well, what is the difference between experienced doffers? You have all the doffers now at \$9.50, and in 1928 you had doffers \$9.50, head doffers \$15.20, and experienced doffers \$10.45? A. At that time the doffers were enumerated, so many experienced and so many considered inexperienced; that was changed, and they were all put in under the heading of doffers.

Q. Well, whatever way you like to take it, the rate was higher in 1928 than it is to-day; the head doffer in 1928 got \$15.20 against \$10.50 to-day. A. Yes, sir.

Q. And the experienced doffers get \$10.45 and the others \$9.50? A. Yes, sir.

Q. So that \$9.50 is the rate for all except the head doffers? A. For all except the head doffers, yes.

Q. So if they all get the same money now, - at least, that is the basic rate; they may work over. Now, spooler tenders. Can you get me the spooler tenders in this, where are they; spooling, 45 spooler tenders, they are on piece-work? A. Yes.

Q. Spooler tenders, in December, 1928, \$14.70, to-day \$12.60. Is there any explanation about that other than just that they are being paid the lower rate? A. The explanation would be, the changes

that have taken place since 1928, and, in some cases,

Q. Now, that is experienced doctors, and other class-
fication of the doctors.
A. Well, what is the difference between a doctor
doctor? You have all the doctors now at \$2.00,
and in 1928 you had doctors \$2.00, head doctors \$12.50
and experienced doctors \$10.00. A. At that time
the doctors were enumerated, no many experienced and
no many considered inexperienced; that was changed,
and they were all put in under the heading of doctors.
A. Well, whatever way you like to see it,
the rate was higher in 1928 than it is to-day;
the head doctor in 1928 got \$12.50 and now \$10.00.
A. Yes, sir.
Q. And the experienced doctors got \$10.00 then
the others \$2.00?
A. Yes, sir.
Q. So that \$2.00 is the rate for all except the
head doctors?
A. For all except the head
doctors, yes.
Q. So if they all got the same money now,
at least, that is the basic rate; they may work over.
Now, specialist families. Can you put me the specialist
centres in this, there are they; neurologists, 45 specialist
centres, and in 1928, 1928, \$12.50,
is there any explanation about that
that they are doing with the lower
A. The explanation would be, the change
and the change from 1928, 1928, 1928, 1928,

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there might have been a special revision made, but in order to find out we would have to look through the rate lists since that time. Normally it should be the reduction and the increase that took place in 1933 and 1934.

Q. Yes, but that reduction was supposed to be 10%, but here we have spooler tenders, and the average rate apparently in 1928 was \$14.70, whereas now we have it as \$12.60, and we are supposed to have had a 10 per cent. reduction and a five per cent. increase, which would have left it five and a half per cent. lower than previously.

A. There must have been some revision with regard to those tenders in the interval.

Q. You do not know?

A. I don't know definitely.

Q. The conclusion is right, I take it, that the spooler tenders are not getting as high a wage now as they did in 1928?

A. No.

Q. You say No. Is that conclusion correct?

A. The rates being paid to-day are not as high as were being paid in 1928.

Q. I do not think I will go through all this with you just now, Mr. Fleming. I have many comparisons to make. I can make them another time when we are summing up. But there is just this, if there is any explanation to be offered in regard to them I want to give you every opportunity to make it, Mr. Fleming.

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there might have been a special revision made, but
in order to find out we would have to look through
the rate lists since that time. Normally it should

be the reduction and the increase that took place
in 1938 and 1939.

.. Yes, but that reduction was supposed to be
10%, but here we have a pooler tender, and the average
rate apparently in 1938 was \$14.70, whereas now we
have it as \$13.80, and we are supposed to have had
a 10 per cent. reduction and a five per cent. increase,
which would have left it five and a half per cent.
lower than previously.

.. There must have been some revision with regard to
those tenders in the interval.
.. You do not know? .. I don't know definitely.

.. The conclusion is that, I take it, that the
pooler tenders are not costing as high as we have
as they did in 1938?

.. You say No. Is that a correct statement?
.. The rates being paid to-day are not as high as
were being paid in 1938.

.. I do not think I will go through all this

with you just now, Mr. Brydrie. I have many questions
to make. I am sure that another time when we
are sitting up. But there is just this, if there

is any explanation to be offered in regard to this

and to give you every opportunity to make it, Mr. Brydrie.

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Fleming

Mr. Fleming, I find in perusing this rate list, that
is the piece-work rate basis for December, 1928,
that while in a great many instances the ones ticked
in red all appeared to be higher than the rates in
effect at the present time, and considerably higher,
in one or two instances I find that the rates in
effect now are higher than they were then. Now,

from your knowledge of the rates, would you say that
there is any explanation that you want to offer in
regard to it? A. That is just a reduction

in wages, other than the reduction and the increase;
there is no revision that has been put through.

It may be that during those years, depending on mill
circumstances, there have been recommendations from
myself, or where, through experience, it has been
found that the rates require revising. If we get
orders to do it, or suggest that it should be done
and at our suggestion it is approved by head office,
then it would be done.

Q. Well, there is one other branch that I want
to question you about, and that is the blanket weaving,
because the head of the blanket department indicated
that his girls had been increased, I think, once or
twice because he went to you and told you of the good
work they were doing and asked for an increase for them.
Do you remember that evidence? A. Yes, I do.

Q. Well, just let us look at the rates for blanket
weaving in December, 1928? A. The man who

Mr. Fleming, I find in paragraph 10 of the report, that
is the piece-work rate basis for December, 1980,
that while it is a great many times the ones listed
in red all appeared to be right. Then the rates in
effect of the present time, and considerably higher,
in one or two instances I find that the rates in
effect now are higher than they were then. So,
from your account of the rates, which I find in the
report is my explanation that you want to offer in
regard to 1980. A. That is just a reduction
in wages, other than the reduction and the increase;
there is no reduction that has been put through.
It may be that some time there, some, regarding an all
of the rates, there have been reductions from
1980, or there, through operation, it has been
found that the rates require revision. It is a
order to be it, or suggest that it should be a
and at our suggestion it is up, and by hand order,
then it would be done.
A. Well, there is no doubt that there would be
to that time and date, and that is the kind of work
because the kind of the kind of work that is done
that is a piece-work basis, I think, that is
piece-work basis, and I think that is the kind of work
work that is done and I think that is the kind of work
be you remember that statement?
A. Well, I think that is the kind of work that is done
working in December, 1980.

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recommended that increase is not in the blanket weaving department. He is in the napping Department.

Q. Well then, we will go to the napping department, blanket binders. Turn up blanket binders so that we may have what they are getting to-day, at least the rates prevailing today for blanket binders. 12 blanket binders, the one that we have got ticked in red, here, the weekly rate, for 55 hours, - and that is the basic wage? A. Yes, sir.

Q. To-day is \$13.65, and the basic rate, apparently, in 1928, is \$14.70? A. Yes, sir.

Q. Well, I won't go over the other details?

A. May I say, in connection with that, that the basis was not changed for those tenders. The rates were changed to allow them to come up to the basis we had at the time; they were not coming up fully to their basis at that time.

Q. That is, that the basic rate was higher in 1928? A. At the time that the change was made.

The date of it I don't remember definitely.

The tenders were not getting or they were not earning up to their basis, as I thought they should have, so the rates were increased. The basis was not touched but the rates were increased.

Q. The basis was not touched but the rates were increased. So that we will not have any confusion about that, I will be glad if you will get for me the pay rolls for 1926, 1928, 1930, 1931, and then we have

Witness
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I that increase is not in the blanket

weaving department. He is in the weaving department.

Well then, we will go to the weaving department.

blanket department. Turn up blanket makers so that

we may have that they are getting today, at least one

state prove like today for blanket makers. Is

blanket makers, and that we have got tired in

and, here, two weeks ago, for 10 hours, - and that

is the whole story. A. Yes, sir.

Today is fixed, and the basic rate, especially

is, in 1953, is 114.70. A. Yes, sir.

Well, I won't go over the other details

Why I am, in a nutshell, that the whole

has not changed for those workers. The rates were

changed to allow them to come up to the point as

had at the time; they were not coming up fully to

their basis at that time.

That is, that the basic rate was higher in

1953. At the time that the change was made.

The case of it I don't remember definitely.

The reason was not getting on they were not coming

to their basis, as I think they should have.

So the rates were increased. The basis was not changed

but the rates were increased.

The basis was not changed but the rates were

increased. So that we will not have any effect

that, I will leave it to you to say for as the

the basis for 1953, 1954, 1955, 1956, 1957, and then we have

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samples here from 1932 on, and if we can take the pay rolls for the same fortnight each year -

A. We have those changes that were made in the interval.

5 Q. Yes, you will have the changes that were being made in the interval. Just take the pay roll out for the same two weeks each year; take the last two weeks in January, if you will, it does not make any difference whatever so long as it is a fair pay roll?

10 A. I will take the pay roll where the change occurred, I will take the one before the change, just before the change, then where the change actually took place; I will take one before and one afterwards.

15 A. The Secretary tells me that the way we got them at Sherbrooke, was for particular weeks, and I think we had better have the same weeks as we had at Sherbrooke. The change will be evidenced in the next pay roll of the following year? A. What weeks were they? Mr. McRuer, that you got at Sherbrooke?

20 MR. McRUER: Have you got a record of the weeks that we got at Sherbrooke, Mr. Whiteley, the particular fortnight?

25 THE SECRETARY: From 1931 to 1935, the last fortnight in December.

30 BY MR. McRUER: Q. Can these be taken out of the binders and then put together? A. Oh, yes, it can be done.

Q. And you will get them for the last fortnight

beginning here from 1932 on, and if we can take the
pay rolls for the same fortnight each year -

... we have those changes that were made in the inter-

5 Q. Yes, you will have the changes that were being

made in the interval. Just take the pay roll out for

the same two weeks each year; take the last two

weeks in January, if you will, it does not make any

10 difference whatever so long as it is a fair pay roll?

A. I will take the pay roll where the change occurred,

I will take the pay roll for the same two weeks, and I will

change, then where the change actually took place;

I will take one before and one afterwards.

15 .. The secretary tells me that the way we got

them at Sherbrooke, was for particular weeks, and I

think we had better have the same weeks as we had at

Sherbrooke. The change will be evidenced in the

20 next pay roll of the following year? A. That would

were they? Mr. McNair, that you got at Sherbrooke?

MR. McNAIR: Have you got a record of the weeks

that we got at Sherbrooke, Mr. Whiteley, the particular

fortnightly

25 The secretary: From 1931 to 1932, the last

fortnightly

30 Mr. McNair: Can these be taken out of the

books and then put together? .. Yes, it can

be done.

Will you will get them for the last fortnight

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Fleming

in December; that will be all right, Mr. Fleming?

A. Yes.

THE COMMISSIONER: You are through with Mr. Fleming,
Mr. McRuer?

MR. McRUER: Yes, my lord, I am through with Mr.
Fleming. That is all, thank you, Mr. Fleming.

THE COMMISSIONER: Do you wish to ask Mr. Fleming
any questions, Mr. Geoffrion?

MR. GEOFFRION: Yes, my lord.

--

CROSS-EXAMINATION BY MR. GEOFFRION,

Q. Mr. Fleming, you were taken yesterday over
certain figures that were suggested to have
discrepancies? A. Yes.

Q. Now, I take it that one of the sets of figures
was the total production of the department? A. Yes, sir.

Q. Regardless of how the men were paid?
A. Yes, sir.

Q. Or who made it? A. Yes, sir.

Q. And the other set of figures was the production
in the same department of those men who were paid by
the hank or by the pound? A. Yes, sir.

Q. And I understood from you, that from 1934
on you had a gentleman here in Court who will be able
to explain these discrepancies in practically every
instance? A. Yes, sir.

MR. McRUER: Well, he said he was convinced

is necessary; that will be all right, Mr. Fleming.

.. Yes.

The next day, you are through with Mr. Fleming.

Mr. Fleming?

Mr. Fleming: Yes, my lord, I am through with Mr.

Fleming. That is all, thank you, Mr. Fleming.

The next day: No you also to ask Mr. Fleming.

Mr. Fleming, my lord.

Mr. Fleming: Yes, my lord.

THE NEXT DAY

.. Mr. Fleming, you are through with Mr.

Fleming. That is all, thank you, Mr. Fleming.

Mr. Fleming?

.. Yes, my lord, I am through with Mr.

Fleming. That is all, thank you, Mr. Fleming.

The next day: No you also to ask Mr. Fleming.

Mr. Fleming?

.. Yes, my lord, I am through with Mr.

Fleming. That is all, thank you, Mr. Fleming.

The next day: No you also to ask Mr. Fleming.

Mr. Fleming?

.. Yes, my lord, I am through with Mr.

Fleming. That is all, thank you, Mr. Fleming.

The next day: No you also to ask Mr. Fleming.

Mr. Fleming?

.. Yes, my lord, I am through with Mr.

he could give an explanation. He will be given every chance to make his explanations when he gives his evidence.

MR. GEOFFRION: Exactly.

BY MR. GEOFFRION: Q. But before 1934 you have nobody who can give an explanation? A. No, sir.

Q. Is it fair to assume that the reasons for the discrepancies before 1934 are of the same character, generally, as those since? A. Absolutely fair.

Q. And were you, in any way, interested for bookkeeping purposes in getting the production of the employees who were paid by time? A. No, sir.

Q. Now, it has been suggested that the employees paid by the hank or by the pound might have suffered. What was your method of getting at the figures of the production of the men who were paid for production?

WITNESSES, II

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Q. Now give an explanation. He will be given every chance to make his explanations when he gives his evidence.

A. Yes, sir.

Q. Now, sir, the witness says that

nobody who can give an explanation? A. No, sir.

Q. Is it fair to assume that the reasons for the

absolutely fair. A. Absolutely fair.

Q. And were you, in any way, interested for

bookkeeping purposes in getting the production of the

employees and was that by any means?

Q. Now, it has been suggested that the employees

paid by the bank or by the pound might have interfered.

What was your method of getting at the finances

of the production of the men who were paid for

production?

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A. On the piece work basis your pay roll system.

Q. What was it? A. The records taken in the

department under the direction of the foreman of the

department, the hours and time books for the time

workers, the spindle sheets or wage sheets for the

piece workers, and those records being turned over to

the mill office for being made up and handed on.

Q. But where is the quantity produced by a

given man taken from? A. It is taken -- if it

is weighed production it actually goes to a scale and

is weighed under the direction of a man who is appoint-

ed to do nothing else but that, look after that partic-

ularly. If it is hanks or clock measurement on the

machine the clock measurement is handled by somebody

who is specially there for to do that.

Q. The clock is on the machine? A. The

clock is on the machine and registers the production.

Q. There is a man who goes and takes the reading

of the machine? A. Goes around and takes

the reading of the machine. His readings are checked

when he turns them into the office for to be put into

the reports and pay rolls and it is practically an

impossibility for an error to occur because it has to

go through two hands. In other words, through the

man who takes it, who would check up on his own work,

I presume and the man who does definitely check up

on his readings in the office.

Q. How does he check? A. I brought in a

sheet this morning that I think would show how it is

checked, Mr. Geoffrion.

Witness,

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-- ON the 15th day of June 1904, I was present.

Q. What was it?
A. I was present in the department under the direction of the foreman of the department, the hours and time books for the time workers, the rights sheets or wage sheets for the piece workers, and those records being turned over to the mill office for being made up and posted on.

Q. But where is the quantity produced by a

A. It is taken -- it is given and taken from

is weighed production it actually goes to a scale and is weighed under the direction of a man who is appointed to do nothing else but that, look after that machine. If it is broken or clock movement in the machine the clock movement is repaired by some one who is especially there for to do that.

Q. The clock is on the machine?

A. The clock is on the machine and registers the production.

Q. There is a man who goes and takes the reading of the machine?

A. Goes around and takes

the reading of the machine. He writes up the

and he takes the office for to be put into

the reports and pay rolls and it is practiced in an

importantly for an error to occur because it has to

go through two hands. In other words, through the

man who takes it, who would check up on his own work,

and the man who has determined, check up

on the reading in the office.

Q. How does he check?

A. I should like to

about this morning that I did not know but it is checked, and corrected.

Q. Have you got it here? A. Yes, it is here.
Mr. Heward has got it.

Q. What is this? A. This is what is
known as a spindle sheet, a record of the readings
taken off the hank clocks in any department where hanks
are the measure of production by which piece workers
are paid.

Q. How is it checked, you say -- A. Well,
in making that up, when the man goes to the clock on
Monday morning --

THE COMMISSIONER: I think you had better show
me that.

THE WITNESS: When the man comes in on Monday
morning it is marked at the top here, "start clock",
or in other words the register was at 03 when this
machine started. Then each day he will go there and
take the reading, the pencil, the ordinary pencil
being for the day and the red for the night. As he
goes along he will subtract each previous reading
from the one that he takes and that will give him the
quantity of hanks that were turned out that day or
night. Now, this goes right straight through for
a fortnight, until you come to the end of the fortnight
and the number 03 here and 492, we get -- at least,
03 from 59 and we get 56 hanks that have been turned
out there on that machine. In those 56 hanks, of
that we find that they have drawn off 24 hanks of
3.50 turned out in the day time, 22 hanks of 3.50
at night and ten hanks of 3.00 run at night, making
24, 46, 56 hanks, for a check between those two figures.

In other words, the additions that have been brought forward checked by the original reading and the final reading have got to balance; the two have got to be the same. That is the way they are checked in the office.

BY MR. GEOFFRION: Q. If there was a mistake it would not balance? A. It would not balance if there was any error. It could not balance.

Q. Mr. Fleming, wasn't there an adjustment of the winding rates some time ago --

MR. McRUER: Excuse me, I would like to have that.

MR. GEOFFRION: We can file it.

MR. McRUER: I want to see it.

THE COMMISSIONER: It will be put in as an exhibit?

MR. GEOFFRION: Yes, we will file this sheet.

THE COMMISSIONER: 202.

MR. GEOFFRION: The sheet that you just explained is filed as exhibit what?

THE COMMISSIONER: 202; what do you call it?

A. Spindle sheet, sir.

EXHIBIT NO. 202: Spindle sheet.

BY MR. GEOFFRION: Q. The red is the night?

A. The red is the night, yes, sir.

Q. Who would be responsible for those figures?

A. The checking of the figures would be Mr. Gariepy, he would be responsible for them. One of his clerks would check them under his direction.

Q. I am told that there was a revision of the winding rates in your department; is that right?

A. Yes, sir, there have been revisions in the winding

In other words, the additions that have been made
forward checked by the original reading and the
final reading have got to balance; the two have got
to be the same. What is the way they are checked
in the office.

BY MR. CHAIRMAN: . . If there was a mistake it
would not balance? . . A. It would not balance if
there was any error. It could not balance.
MR. CHAIRMAN: wasn't there an adjustment of
the winding notes some time ago --

MR. NORMAN: excuse me, I would like to have the
MR. CHAIRMAN: We can file it.
MR. NORMAN: I want to see it.
THE CHAIRMAN: It will be put in as an exhibit.
MR. CHAIRMAN: Yes, we will file this sheet.

MR. CHAIRMAN: The sheet that you just explained
is filed as exhibit what?

THE CHAIRMAN: 202; what do you call it?
A. Spindle sheet, sir.

Spindle sheet
A. Spindle sheet.

BY MR. CHAIRMAN: . . The red is the right?
A. The red is the right, yes, sir.

. . Who would be responsible for these figures?
. . The checking of the figures would be Mr. Norman.
he would be responsible for them. One of his clerks
would be responsible for them.

. . I am told that there was a revision of the
winding notes in your department; is that right?
A. Yes, sir, there have been revisions in the winding

rates; just exactly what date they went into effect
I could not tell you.

Q. Well, was it all reduction or did it work
both ways? A. It worked both ways.

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. There was some increase and some reduction?
A. Some increased and some reduced depending on the
work that they were doing, what we considered they were
doing.

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BY MR. ROYER: What exhibit number is this?

THE COMMISSIONER: 202.

BY MR. ROYER: Q. Looking at exhibit number 202
the numbers on the left hand side are the numbers of
the frame? A. Yes, sir.

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Q. How many employees would be engaged in the
work shown on this sheet? A. That would depend
on the work that is running on the frames, sir.

Q. Well, just to have some idea of how many
employees? A. On the speeders, well,

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there would be running anywhere from two to four
speeders to a tender. Then there would be --

BY MR. HEWARD: Q. The speeder is the machine
and the tender is the operator? A. Yes.

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BY MR. McRUR: Q. Two to four speeders; do these
numbers in ink indicate anything on the left hand
side here? A. They represent the

number of the machine, the departmental number of the
machine.

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Q. Number one had three frames; is that right?

A. No, that is number one frame, that is the number

Q: Now, I am going to ask you to look at the exhibit marked 1. Is that correct?
A: Yes, that is correct.
Q: Now, I am going to ask you to look at the exhibit marked 2. Is that correct?
A: Yes, that is correct.
Q: Now, I am going to ask you to look at the exhibit marked 3. Is that correct?
A: Yes, that is correct.

Q: Now, I am going to ask you to look at the exhibit marked 4. Is that correct?
A: Yes, that is correct.
Q: Now, I am going to ask you to look at the exhibit marked 5. Is that correct?
A: Yes, that is correct.

Q: Now, I am going to ask you to look at the exhibit marked 6. Is that correct?
A: Yes, that is correct.
Q: Now, I am going to ask you to look at the exhibit marked 7. Is that correct?
A: Yes, that is correct.
Q: Now, I am going to ask you to look at the exhibit marked 8. Is that correct?
A: Yes, that is correct.

Q: Now, I am going to ask you to look at the exhibit marked 9. Is that correct?
A: Yes, that is correct.
Q: Now, I am going to ask you to look at the exhibit marked 10. Is that correct?
A: Yes, that is correct.
Q: Now, I am going to ask you to look at the exhibit marked 11. Is that correct?
A: Yes, that is correct.

Q: Now, I am going to ask you to look at the exhibit marked 12. Is that correct?
A: Yes, that is correct.
Q: Now, I am going to ask you to look at the exhibit marked 13. Is that correct?
A: Yes, that is correct.
Q: Now, I am going to ask you to look at the exhibit marked 14. Is that correct?
A: Yes, that is correct.

Q: Now, I am going to ask you to look at the exhibit marked 15. Is that correct?
A: Yes, that is correct.
Q: Now, I am going to ask you to look at the exhibit marked 16. Is that correct?
A: Yes, that is correct.
Q: Now, I am going to ask you to look at the exhibit marked 17. Is that correct?
A: Yes, that is correct.

of the frame, not the operative. You see the hours of the tenders who worked on these frames here would be brought to the office along with this sheet and their frame numbers would be marked in the time book.

5 Q. All I want to know is what these figures indicate on here. First we have in the first column number one in ink; what does that mean? A. That is the number of the frame in the department.

10 Q. What is the next printed column, what does that mean, frame number one? A. For this mill it does not represent anything. It is a standard form made up for some place, I should imagine, and it does not represent anything for this mill.

15 Q. Alright; then, these printed numbers running on down from 1, 2, 3, 4, 5, 6, 7, 8, 9, 0, represent nothing as far as this mill is concerned; we can wash them out of here -- A. Where night and day work is concerned we naturally cannot follow the printed number on every following line.

20 Q. All I want to know is, they do not mean anything on this sheet? A. As far as I am concerned, no, sir.

25 Q. As far as anything is concerned do they mean anything on this or not? A. Nothing that I know of.

MR. HEWARD: For your mill.

30 BY MR. McRUER: Q. I don't want any confusion about it; then, we start off with number one in ink and you have the number of spindles 144, counts 350?

A. Yes.

of the time, not the operative. You see the number
of the number was marked on these lines and was
brought to the office along with this sheet and their
these numbers were marked in the line book.
... All I want to know is what these numbers
represent on here. ... That we have in the first column
number one in ink; what does the number
is the number of the line in the book number.
... That is the next printed column, the 2nd
... For this will
it does not represent anything. It is a constant
form made up for some time, I should imagine, and it
does not represent anything for this will.
...
on some time 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, representing
nothing as far as this will be concerned; we can write
... That is all right and all
... out of date --
... is a constant to represent the number of the
printed number on every page of the book.
... All I want to know is, why do they mark
anything on this sheet? ... as far as I am con-
cerned, not this.
... as far as marking is concerned in this book
... on this sheet?
...
...
... I don't think we can do anything
about it; then, we start off with numbers one in ink
and you have the number in the line book, and you have
... Yes.

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Q. Start clock 03? A. Yes.

Q. Then, under the column hanks, 056?

A. Yes, sir.

Q. And clocks 087? What does that mean?

5 A. It is the reading taken off -- you see, you have two readings a day to take, the morning and evening reading. One will be the morning and the second one the evening, morning, evening, morning, evening, right through.

10 Q. 03 represents what? A. The start of the clock; that is the figures on the dial of the clock when the clock starts up in the morning at the start of the week.

15 Q. Then the figures under clocks, 087, represent where the clock was when it was read, then?

A. Yes, when the clock was read the following morning. There have been two readings in between.

Q. But not recorded here? A. Yes, sir.

20 Q. Where is it recorded? A. One reading in between recorded there; I should have said one, not two. There is the first figure there, 056 --

BY THE COMMISSIONER: Q. You have 03 to start with, then 056? A. Yes.

25 BY MR. McRUER: Q. It is under the column headed hanks; does that mean anything? A. The sheet is used for our purposes here and is not exactly according to the way the form calls for at the top. These are hank clock readings right straight through regardless of whether it is hanks or clocks marked at the top
30 of the sheet.

A. Yes.

Q. Then, about the balance sheet, 0.50?

A. Yes, sir.

Q. And about 0.50? What does that mean?

A. It is the amount taken off -- you see, you have

two readings a day to take, the morning and evening

reading. And will be the morning and the second one

the evening, morning, evening, morning, evening, right?

Q. 0.50 represents what?

A. The start of the clock; that is the 0.50 on the dial of the

clock when the clock starts up in the morning at the

start of the week.

Q. Then the 0.50 means when clock, 0.50, represents

where the clock was when it was read, is that?

A. Yes, when the clock was read the following morning.

There have been two readings in between.

Q. But not recorded here?

A. One reading.

Q. Where is it recorded?

A. Between recorded there; I should have said one,

not two. There is the first figure there, 0.50 --

with, then 0.50?

Q. Yes, sir. It is under the 0.50 on the

sheet; does that mean anything?

A. The sheet is

used for our purposes here and is not exactly accurate

to the way the form is at the top.

There are

clock readings right straight through to the end of the

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BY THE COMMISSIONER: Q. Then, this sheet might be used for something else? A. Yes, for some other mill.

BY MR. McRURER: Q. Is this sheet not made up for this purpose to record the clocks and the hanks? A. Yes.

Q. Then, you record the reading of the clock but you don't record the number of hanks? A. Yes, it is recorded above.

Q. Well, let us see; I want to understand this sheet if we can. The printed form has on it at the head, number of spindles, counts, start clock, hanks, clocks, hanks, clocks, hanks, running on down. Then, we have certain figures in ink, 13, 14, and 16; what are those figures? A. Those are the dates.

Q. I want to start off with a date, a particular date; that would be the 13th of March, would it? A. Yes, sir.

Q. On the 13th of March a record was made here apparently, number one frame; is that right? A. Yes, sir.

Q. Number of spindles 144; is that right? A. On that frame.

Q. The clock reading when it was taken on the 13th in the morning was what? A. The clock reading was not taken on the 13th in the morning. The sheet shows the frames did not run that day.

Q. Did not run on the 13th? A. No, sir.

Q. What is that 03? A. 03 would be the start of the clock when the department started to

Q. Now, this clock was set up for
A. Yes, for a race.
Q. And you don't record the number of horses?
A. Yes, it is recorded above.
Q. Then, you record the reading of the clock
and you don't record the number of horses?
A. Yes, it is recorded above.
Q. Well, let me see; I want to understand this
sheet if we can. The printed form has on it at the
head, number of animals, count, start clock, horses
clock, names, clocks, horses, running or down.
Then, we have several figures in ink, 14, 14, and 14.
What are those figures?
A. Those are the horses.
Q. I want to start off with a race, a condition
race; that would be the first of horses, would it?
A. Yes, sir.
Q. On the 14th of March a race was run and the
result was, was it one horse; is that right?
A. Yes, sir.
Q. Number of animals 144; is that right?
A. On that frame.
Q. The clock reading when it was taken on the
14th in the morning was what?
A. The clock
reading was not taken on the 14th in the morning.
The clock shows the horses did not run that day.
Q. Did not run on the 14th?
A. Yes, sir.
Q. What is the date?
The date of the clock when the horses did not run

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run which was on the 16th, sir. There was no
work on the 13th and 14th.

Q. There is nothing shown in this sheet on the
13th or 14th? A. No, sir.

Q. Was the mill closed those days? A. That
I cannot say, sir, without looking it up.

Q. Then, the first item we have on the 16th
is 056? A. Yes, sir.

Q. What does that mean? A. That means the
reading of the clock on the evening of the first day
it started up, for the start of the fortnight, 2.6 hanks.

BY THE COMMISSIONER: Q. It was still at 03 on
the morning? A. On the morning of the day it
started up it was 03 and at night it was 056.

BY MR. McRuer: Q. Then, we have 087? A. Yes,
sir, but we skipped something.

Q. What are we skipping? A. Skipping the
figure for the hanks produced that day which are shown
above the 056.

Q. Yes, above the 056 we see the figure two?
A. 2, 6; the 6 is the man's way of showing the decimal.
It is supposed to be a decimal.

BY THE COMMISSIONER: Q. That is the hanks?
A. Yes, sir, that is 2.6 hanks produced that day in
the day time.

BY MR. McRuer: Q. Then, we have 087 in the next
column but there is no date above it; what does that
mean? A. That is the reading the
following morning.

Q. The following morning on the 18th?

ran which was on the 16th, sir. There was no

work on the 16th and 17th.

Q. There is nothing shown in this sheet on the

15th or 16th?

Q. Was the mill closed those days?

I cannot say, sir, without looking it up.

Q. Then, the first item we have on the 16th

is 056?

A. Yes, sir.

reading of the clock on the evening of the first day

it started up, for the start of the fortnight, 8.6 has

BY THE COMMISSIONER: Q. It was still at 08 on

the morning?

started up it was 08 and at 10 it was 086.

BY MR. MORTIMER: Q. Then, we have 087?

Q. What are we skipping?

A. Skipping the

figure for the hours produced that day which are shown

above the 056.

Q. Yes, above the 056 we see the 11 and 12?

A. 8, 6; the 8 is the man's way of showing the feeling

it is supposed to be a feeling.

Q. What is the feeling?

A. Yes, sir, that is 8.6 hours produced that day in

this day time.

BY MR. MORTIMER: Q. Then, we have 087 in the next

column but there is no 8.6 above it; that is a time

Q. What is the feeling?

mean?

A. No, no, the night of the 16th, here is the 16th;
this is the night column.

BY THE COMMISSIONER: Q. I thought the night of
the 16th was 056? A. No, sir, that is the

evening of the start up, the day the clock starts in
the morning.

Q. When does the 087 come in? A. 087 comes
in the following morning.

Q. Well, that is the morning of the 17th?

A. It is the morning of the 17th you get 087 reading,
yes, sir.

BY MR. McRUER: Q. Then, in red above it, 3, 1;
that means 3.1 hanks? A. Yes, sir, 087 minus

056.

Q. What do you mean by that now? There is no
minus 056 on here? A. It is not on there

but it is a straight case of subtraction to get the
figure, to get the production figure for the night.

Q. 056 taken away from 087? A. Yes, sir.

Q. Gives you what? A. 3.1.

Q. 3.1? A. Yes, sir.

Q. I see; then, the next figure is in ink, 112.
or pencil, I guess it is; 112, that is the clock read-
ing still? A. Yes, sir.

BY THE COMMISSIONER: Q. That is the night of the
17th, then? A. We have passed a day and

a night, sir; this is the evening of the next day.

Q. You have jumped over? A. No, we went
through a day and a night and now we are up to the
next day.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

Q. Now, the night of the 17th, was it the 17th?

A. Yes, sir.

MR. GEOFFRIAN: The night of the 17th, then.

MR. HEWARD: The evening of the 17th.

BY THE COMMISSIONER: Q. The evening of the 17th?

A. Yes, sir.

5 BY MR. HEWARD: This is the production of the day of the 17th? A. Yes.

BY MR. McRUER: Q. The evening of the 17th; then, this shows 2.5 hanks? A. Yes, sir.

MR. HEWARD: Produced.

10 MR. McRUER: Yes. Then, the next reading is 144 and there is 3.2 hanks; that is the night?

A. Yes, sir.

Q. And the next is 169 and shows 2.5 hanks?

A. Yes, sir.

15 Q. That is 144 subtracted from 169? A. Yes, sir.

Q. That is right? A. Yes, sir.

Q. Then, that goes on through for the fortnight?

20 A. Yes, sir.

Q. In that way; then, we get down to the 26th and the first reading on that day I take it would be the morning reading, 461? A. Yes, sir.

Q. Do you see that? A. Yes, sir.

25 Q. And the previous reading was 428? A. Yes, sir.

Q. So that gives you 3.3 hanks for the night?

A. Yes, sir.

Q. Is that right? A. Yes, sir.

30 Q. Then, the reading for the evening of the 26th is 492? A. Yes, sir.

MR. GORDON: The night of the 17th, then.

MR. HARRIS: The evening of the 17th.

BY MR. GORDON: The evening of the 17th?

A. Yes, sir.

BY MR. HARRIS: This is the production of the

day of the 17th?

BY MR. HARRIS: The evening of the 17th; then,

this shows S.B. Harris?

A. Yes, sir.

MR. HARRIS: Yes. Then, the next reading is

144 and there is S.B. Harris; that is the night?

A. Yes, sir.

Q. And the next is 145 and shows S.B. Harris?

A. Yes, sir.

Q. That is 144 substantiated from 145?

A. Yes, sir.

Q. That is right? A. Yes, sir.

Q. Then, that goes on through for the 17th?

A. Yes, sir.

Q. In that way; then, we get down to the 23rd

and the first reading on that day I take it would be

the morning reading, 241?

A. Yes, sir.

Q. Do you see that?

A. Yes, sir.

Q. And the previous reading was 240?

A. Yes, sir.

Q. So that gives you S.B. Harris for the night?

A. Yes, sir.

Q. Is that right?

A. Yes, sir.

Q. Then, the reading for the evening of the 23rd

is 241?

Q. And the reading for the morning had been 461?
A. Yes, sir.

Q. And you take 461 away from 492 and it gives
3.1, doesn't it? A. Yes, sir.

5 Q. But somebody has written in 3, and it is
carried out as 3 in the next column? A. Yes, sir.

Q. Well now, why did you not give that operative
3.1 instead of 3? A. If you will look at
10 the figures you will see it is 3.00, showing that
the hank roving on the frame has been changed to 3
hanks from where it started at $3\frac{1}{2}$ at the first of the
fortnight.

Q. On the subtraction 461 from 492 I get 3.1?
15 A. Yes, sir.

Q. That would be right? A. Yes, sir.

Q. Why change it to 3? A. The three
20 has nothing to do with the other figure; it is your
type of work that was running on the machine at the time;
it is a figure inserted to show where the change took
place and another type of work put in. Might I call
your attention to what -- to the start of the week as
to what was running on the machine at the time, 3.50
hanks or $3\frac{1}{2}$ hanks. Then, this frame came along to the
25 last night that it run and it was changed some time durin
the afternoon of the previous day or early that night to
three hanks, a heavier type of hank roving. There-
fore, they have to have some record that shows what has
been running and where the change has taken place.

30 This has been inserted among the readings, and it also
shows what type of work was running on the frame when

Q. And the reading for the morning had been 48.
A. Yes, sir.
Q. And you take 481 away from 488 and it gives
S.I. doesn't it?
A. Yes, sir.
Q. But somebody has written in 8, and it is
carried out as 8 in the next column? A. Yes, sir.
Q. Well now, why did you not give that operation?
S.I. instead of 8?
A. If you will look at
the figures you will see it is 8.00, showing that
the bank paying on the frame has been changed to 8
hanks from where it started at 8 1/2 at the time of the
transaction.
Q. On the subtraction 481 from 488 I get 8.17
A. Yes, sir.
Q. That would be right?
A. Yes, sir.
Q. Why changed it to 8?
A. The three
has nothing to do with the other figures; it is your
type of work that was running on the machine at the
it is it was inserted to show where the change took
place and another type of work put in. Might I call
your attention to what -- to the start of the week
to what was running on the machine at the time, 8.50
hanks or 8 1/2 hanks. Then, this frame came along in
last night that it ran and it was changed some time
the afternoon of the previous day or early that night
three hanks, a heavier type of bank paying. There-
fore, they have to have some record that shows that
been running and where the change has taken place.
This has been inserted among the readings, and it is
shows what type of work was turned on the frame that

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that change was made.

Q. Now, supposing during this fortnight someone, an hour worker, as you suggest was doing work on one of these frames. What indication would there be to show that he had done some work on it? A. Nothing on this sheet, sir.

Q. Nothing on this sheet? A. No, sir.

Q. Then, this sheet on the face of it --

BY THE COMMISSIONER: Q. Just a moment; this sheet would just run on in the same way, would it? A. Yes, sir, exactly the same. There would be no record of the hand who handled the work on this sheet at all.

BY MR. McRUER: Q. Is this the sheet, on the basis of which an employee is paid? A. Yes, sir, this is the basis of everything.

Q. It is the basis on which the employee is paid? A. Yes, sir.

Q. Now, I would like to get where you make the calculation to subtract from this sheet the work that you suggest is done by hour workers at times although everything indicates that it is done by piece workers? A. I think there are records in the court that would show the way the hours are kept and the way it would be done if the books in court happened to show something of that nature having happened.

Q. Well, I asked you about one last night which occurred very recently in the blanket binders which I would have thought was/very easy one because

that change was made.

Q. Now, supposing during this fortnight someone

an hour worker, as you suggest was being done on one

of these frames. What indication would there be to

show that he had done some work on it? A. Nothing

on this sheet, sir.

Q. Nothing on this sheet? A. No, sir.

Q. Then, this sheet on the face of it --

BY THE EXAMINER: A. Just a moment; this

sheet would just run on in the same way, would it?

A. Yes, sir, exactly the same. There would be

no record of the hand who handled the work on this

sheet at all.

BY MR. McHUGH: Q. Is this the sheet, on the

basis of which an employee is paid? A. Yes.

Q. This is the basis of everything.

Q. It is the basis on which the employee is

paid? A. Yes, sir.

Q. Now, I would like to get where you make

the calculation to extract from this sheet the work

that you suggest is done by hour workers at times

although everything indicates that it is done by

piece workers? A. I think there are

records in the court that would show the way the

hours are kept and the way it would be done if the

books in court happened to show something of that

nature having happened.

Q. Well, I asked you about one last night

which occurred very recently in the London House

which I would have thought was very easy one because

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you do not need sheets like this thing here. There are no machines in there, of the same type, but you were not very readily able to turn up and show us why that did not balance? A. Because the man

5 was not there to do it, sir; Mr. Cariepy has not been at the office since yesterday afternoon.

Q. But we were not able to go to these records of a very recent date and say "here is the reason this does not balance"? A. Not to another man's records, no, sir.

10 Q. Well, this sheet shows the production of these different machines? A. Yes, sir.

15 Q. And then you pointed out how they were required to balance. I did not just get what you meant when you were explaining that. What is it that balances on this sheet? A. The first report on that number one frame for the sheet you have there is 03x.

20 Q. Yes. A. The last report on the 21st, or the 26th, the night of the 26th, at the end of the line over on your right is 59, the difference between these two being 56. In adding up their hanks from the top of the sheet here to get the total we find it here that they have drawn off 24 hanks of 3.50 made in the day time, 10 hanks of 3.00 made at night and 22 hanks of 3.50 made at night, the three figures together making 56, or balancing against the difference between the start and the stop of the clock.

30 Q. I wonder; I am going to add a few of these and

Q. You do not need sheets like this thing here. There
are no machines in there, of the same type, but you
were not very readily able to turn up and show us
why that did not balance?
A. Because the man
was not there to do it, sir; Mr. Corleby has not
been at the office since yesterday afternoon.
Q. But we were not able to go to those records
at a very recent date and say "here is the reason
this does not balance?"
A. Not to another man's
records, no, sir.
Q. Well, this sheet shows the production of
the records, sir.
A. And then you pointed out how they were
required to balance. I did not just get what you
meant when you were explaining that. What is it?
A. The first
report on that number one frame for the sheet you
have there in 08K.
A. The last report on the 15th
or the 25th, the night of the 25th, at the end of
the line over on your right is 59, the difference
between these two being 55. In adding up their
banks from the top of the sheet here to get the
total we find it here that they have drawn off 54
banks of 3.50 made in the day time, 10 banks of 3.50
made at night and 82 banks of 3.50 made at night.
The sum of 170 banks together making 59, or balancing
the 59 on the right.
Q. I wonder; I am going to add a few of these

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see if they do come out right. They should, at any rate? A. They should if the clerk who checked them did his work properly, they should check up. The only possible chance there would be for a slip up would be if the checking man, if the original man who made the sheet and the clerk who checked it both made an error of the same kind.

Q. Take this machine here, number 6, down here; the black figures, which are day work, come to what?

A. That would be 43.

Q. Come to 43 and the red figures, before they were changed, come to what, 19 and 26 --

A. 19 and 26, it looks like.

Q. It looks like 45? A. 45, yes.

Q. What is the hank clock reading there when you start? A. The hank clock reading there

was 48 and that would be up to 100, which would be 52; and 52 and 36 would be 92, wouldn't it -- no, 88.

Q. It balances. That balances, 43 and 45, and

52 and 36? A. You have put down the figures

17 and 26 which makes 43 and 15 and 30 is 45.

Q. There apparently had been an error when it was made up first and it has been corrected over the top. It was 26 and 19 and it was reversed for

some reason or other? A. Yes, there was a

change in the hank roving and one hank has been moved over from one kind to the other.

Q. Then, as far as the employee is concerned there is nothing to show how he is paid from this

sheet? A. That sheet is their guarantee

see if they do come out right. They should, as any
A. They should if the clerk who
checked them did his work properly. They should check
up. The only possible chance there would be for
a slip up would be if the checking man, if the
original man who made the sheet and the clerk who
checked it both made an error of the same kind.
the black figures, which are day work, come to what?
A. That would be 48.
Q. Come to 48 and the red figures, before they
were changed, come to what, 19 and 86 --
A. 19 and 86, it looks like.
Q. It looks like 43?
A. 48, yes.
Q. What is the bank clock reading there when
you started?
A. The bank clock reading then
was 48 and that would be up to 100, which would be 5
and 86 and 86 would be 92, wouldn't it -- no, 88.
Q. It balances. That balances, 48 and 48, 88
and 86? A. You have put down the figure
17 and 86 which makes 48 and 18 and 30 is 48.
Q. There apparently had been an error when it
was made up first and it has been corrected over the
top. It was 86 and 19 and it was reversed for
some reason or other?
A. Yes, there was a
correction in the bank today and one bank has been moved
over from one kind to the other.
Q. Then, as far as the employees in concerned
there is nothing to show how he is paid from this
A. That sheet is their guarantee

of fair dealing.

Q. That is their guarantee of fair dealing?

That is a guarantee of how much the machine
produced?

A. Yes, sir.

Q. But if there is an hour worker put in there
there is nothing in the world to show how much was
deducted for the hour worker?

A. The record
will show what the piece worker worked.

BY THE COMMISSIONER: Q. Well, the point remains
uncleared as to how the piece worker knows what he
has worked; how does he know where his work stops
and where the hour worker's work begins?

A. From the time books; there is a time book that works
in connection with this sheet. There are no hours
shown on the sheet. There is an hour book or hour
sheet that will work with this that gives the pay
roll people, who are making it up, the information
that is lacking on this sheet for to complete the pay
roll.

Q. If the time worked in the week is 55 hours --

A. Yes.

Q. Do you know how many hours the piece worker
misses?

A. Absolutely, sir, there is
absolutely
/ no question about that at all.

Q. Is the ratio of production the same no matter
who is working, whether it is one man or another man?

A. That depends on the ability of the worker, sir.

Q. If it does, then the hour worker may not be
as capable as the regular worker?

A. Well, while

of their business.

Q. That is exactly the business of their business?

A. That is a business of their business and their business.

Q. Yes, sir.

A. And it shows to me that there is no more in there.

There is nothing in the world to show him much and

indicated for the hour's work.

Q. Will you show me the first of the work?

A. Yes, sir. Tell me, the first of the work.

Q. And then as to how the place where there was to be

has turned; how long he has been there his work stops

and there the hour's work begins.

Q. From the time he starts; there is a time back that

is connected with this work. There are no hours

shown on the sheet. There is an hour's work on the

sheet that will work with this that gives the day

roll back, and making it up, the indication

that is lacking on this sheet for to complete the day

roll.

Q. Is the time worked in the year in 30 hours?

A. Yes.

Q. And then the work is done in 30 hours?

A. Absolutely, sir, there is

absolutely

no question about that at all.

Q. Is the ratio of production the same as in the

who is working, that is it is one man or woman or man

A. That depends on the ability of the worker, sir.

Q. It is good, that the hour's work may not be

as regular as the regular worker.

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Fleming,

the hour worker was on the machine those hanks would not be paid for, would not be included at all. The piece workers' time would show when --

5 Q. But the number of hours, the exact number of hours are taken? A. The exact number of hours are taken, if it is only two hours in it, they are down there.

10 BY MR. McRuer: Q. Mr. Fleming, might I ask you this; can you show from any records of your company at all that will show any hour workers working on piece work and how their rates have been -- in the first place, any hour workers that have worked on piece work; is there anything in any of the records of the company that would show that such was a fact?

15

MR. McRuer: Hour workers working on piece work?

BY MR. McRuer: Q. That were doing work that piece workers would do? A. It would be figured out.

20 Q. No, I am only asking you, you put forth as an explanation for these discrepancies that hour workers were working on these machines --

25 BY THE COMMISSIONER: Q. What he told me in answer to that was more or less negative, the other side of the case, he says that every hour that the piece worker misses is accounted for, not only the number of hours but the hour, say between four and five, that he might miss. A. Yes, sir, every hour they miss and every hour they work is shown there.

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Witness
BY

the hour worker was on the machine those hours would
not be paid for, would not be included at all. The
piece workers' time would show when --
Q. But the number of hours, the exact number of
hours are shown?
A. The exact number of hours
are shown, it is only two hours in it, they are
shown there.
BY MR. McNEIL: -- Mr. Fleming, might I ask you
this: are you sure that the piece workers
at all that will show any hour workers working on
piece work and how their rates have been -- in the
first place, any hour workers that have worked on
piece work; is there anything in any of the records
of the company that would show that such was a fact?
MR. McNEIL: Hour workers working on piece work?
BY MR. McNEIL: A. That were doing work that
piece workers would do? A. It would be the same
out.
Q. No, I am only asking you, you put forth
as an explanation for these discrepancies that hour
workers were working on these machines --
BY MR. McNEIL: A. What he told me is
answer to that was no on some negative, the other
side of the case, he says that every hour that the
piece worker makes is accounted for, not only the
number of hours but the hour, and between four and
five, that he might make. A. Yes, sir, every
hour they make and every hour they work is shown
there.

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Q. Insofar as Mr. McRuer's question, insofar as the time worker is concerned, whom you get to do that is otherwise piece work, you keep no separate account of him in connection with that? A. In connection with the piece work, no sir, there is no necessity for doing that.

Q. You can never say this was done by a time worker, you are not sure? A. No, sir, but we can say anything that was done by a piece worker and guarantee that.

BY MR. McRUER: Q. You say that, but you have not got a tittle of a record to back up your statement to show that hour workers were working on piece work machines --

BY THE COMMISSIONER: Q. No, what he says is that the starting point is this, that he can always state insofar as the piece worker is concerned what hours the piece worker did not work; you keep count? A. Yes, sir.

Q. That count is not shown here? A. No, sir, this is the hanks only.

Q. He has not got the one that you are asking for, Mr. McRuer --

BY MR. McRUER: Q. What I am getting at is that we have a whole system, we have books that show that doffers and spinners and weavers and all these men are paid on piece work, the people that do these duties, and we haven't a tittle of a record of any kind that shows that there is such a person as an hour worker who does those duties? A. If I

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Witness,

... as the time when it is a ...
that is a ... work, you ...
account of ... in connection with ...
connection with the ... work, no ...
necessarily ...

... You can ... say this was done by a ...
worker, ...
can say ... that was done by a ...

... You say that, but you have not
got a little of a ... to back up your ...
to show that ... were working on ...
machines --

... what he says is
that the starting point is this, that he can ...
state ... as the piece ... is concerned, what
hours the piece ... did not work; you keep ...
A. Yes, sir.

... That count is not shown here? A. No, sir.
...
... is one not the one that you are asking ...
Mr. McNair --

... What I am ... it is that
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understand Mr. McRuer's question correctly, sir, he is asking me for something that I don't know of any necessity for keeping so why should we keep it?

BY THE COMMISSIONER: Q. The fact is you don't keep it? A. We don't keep it.

BY MR. McRUER: Q. We have nothing but your statement that this might have happened; that is as strong as you put it in explanation of any of these things, that they may have happened? A. Might I ask for the reason behind the question, sir? Could I explain it that way, sir --

THE COMMISSIONER: The witness is suggesting, Mr. McRuer, that there is a reason behind the question.

THE WITNESS: Might I ask for the reason underlying the question?

BY MR. McRUER: Q. The reason underlying the question is because we have got a whole system for pay in which piece workers are paid on the basis of what they produce, and that weavers are said to be piece workers, that doffers are said to be piece workers, that creelers are said to be piece workers, and we see in your own records production -- in this particular department production paid that does not balance over a period of years with the production produced, with the production of the machines, and then we see a tightening up of this situation; we have a letter from head office in regard to it and then we see that after it is tightened up and they do balance.

Now, that is what bothers me. A. I don't agree with that statement, sir.

understand Mr. Robert's question correctly, sir, he
is asking me for something that I don't know of any
necessity for keeping as why should we keep it?
BY MR. BRYDIE: The fact is you don't
keep it?
A. We don't keep it.
BY MR. BRYDIE: We have nothing but your own
word that this might have happened; that is an
as you put it in explanation of any of these things.
that they may have happened?
A. Might I ask
for the reason behind the question, sir?
explain it that way, sir --
THE WITNESS: The witness is suggesting, Mr.
Robert, that there is a reason behind the question.
THE WITNESS: Might I ask for the reason behind
lying the question?
BY MR. ROBERT: The reason underlying the
question is because we have got a whole system for
in which piece workers are paid on the basis of what
they produce, and that workers are said to be piece
workers, that dollars are said to be piece workers,
that crochets are said to be piece workers, and we
in your own records produce -- in this particular
department production said that does not balance with
a period of years with the production process, with
the production of the workers, and then we see a
discrepancy up of this situation; we have a letter
from head office in regard to it and then we see
that what it is happened no and they no balance
now, that is what bothers me.
A. I don't

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THE COMMISSIONER: You say they do balance, that they balance to-day?

MR. McRUER: They balance very substantially all through since the breakdown occurred.

5 THE COURT: Does this sheet show that?

MR. McRUER: That shows just down to the end of 1934, my lord.

10 THE COMMISSIONER: But further abstracts would show a balance, would they, between the actual production and production paid?

MR. McRUER: Since January, 1936, I can find --

THE COMMISSIONER: I would like to see that.

15 MR. McRUER: --very, very few instances where they don't, and very, very trivial. Let me have the summary of the pay roll, where is it? Would you just show to his lordship how the change occurred, Mr. Fleming?

20 THE COMMISSIONER: Because if they balance now according to their own figures it should mean that they don't employ time workers, any more.

THE WITNESS: They don't balance any better to-day.

25 BY MR. McRUER: Q. Now, I challenge you on that. A. If the records were kept the same way to-day's balances would not be any better than they did previously.

30 Q. Well, we will go back for a few years and get that, I wonder if I might take the date that appears on this sheet, take the first one in the book, on the 2nd of January, 1932, on page 3, your lordship, and see the columns that are headed production reported,

THE COURT: Now, you say that in balance, that

they believe today?

MR. BRIDG: They believe very substantially all

things which the government says.

THE COURT: Now this means that you

are saying that there has been a change of

view on this.

THE COURT: Now, the further evidence would

show a balance, would they, between the actual

position and the position today?

MR. BRIDG: Since January, 1950, I can find --

THE COURT: I would like to see that.

MR. BRIDG: --very, very few instances where

they don't, and very, very trivial. But we have

the majority of the day still, where it is

you find show to his leadership how the change occurred

MR. BRIDG:

THE COURT: Because if they believe now

according to their own figures it should mean that

they don't employ like workers, any more.

THE COURT: Now don't believe any better for

MR. BRIDG: Yes, I believe you are right

.. If the figures were kept the same way today's

balance would not be any better than that of

MR. BRIDG:

.. Well, as far as I am concerned, I am

not sure, I believe it is a matter of the day

appears to be about, but the fact is in the

on the day of January, 1950, as far as your

and the balance that are needed to maintain

production paid, percentage over, percentage under,
and there are columns for the percentages.

THE COMMISSIONER: That is in 1935?

MR. McRUER: 1934 -- no, 1932.

THE COMMISSIONER: You are away back in 1932.

MR. McRUER: ~~x~~. That is the first one, and the
evidence yesterday was that that system prevailed
of making these extra columns and showing the production
over and production under in percentages as well as in
figures. Then, we get down to about January, 1935 --

THE COMMISSIONER: The fortnight ending January
19, 1935.

MR. GEOFFRION: What page?

MR. McRUER: At page 2; they don't show the
percentages there, but they show the columns giving
the figures.

THE COMMISSIONER: This is the actual production
and production paid. The discrepancies are small
there -- no, here is a large one.

MR. McRUER: The ones I have ticked in red there;
there is a large one there.

THE WITNESS: What category are they?

MR. McRUER: Doffers.

THE COMMISSIONER: There are some slight dis-
crepancies. Those large figures, 39,222, are exactly
the same, produced and paid for. Here there is a
small one, 292,844 produced and 292,228 paid. Here
is 28,883 produced and 28,883 paid, 234,319 produced
and 233,377 paid.

MR. McRUER: I have ticked in red, I think, the

(Continued)

and there are columns for the percentages.

THE COMMISSIONER: That is in 1934.

MR. ROBERTS: Yes -- no, 1933.

THE COMMISSIONER: Not any way back in 1933.

MR. ROBERTS: K. That is the first one, and the

evidence yesterday was that that again prevailed

of making these extra columns and showing the percentage

over and production under in percentages as well as in

figures. Then, we got down to about January, 1933 -

the Commission: The percentage under

19, 1933.

MR. ROBERTS: That is right.

MR. ROBERTS: At page 2; that don't show the

percentage there, but they show the columns giving

the figures.

THE COMMISSIONER: This is the actual production

and production yield. The discrepancies are small

there -- no, here is a large one.

MR. ROBERTS: The one I have ticked is not there

there is a large one there.

THE COMMISSIONER: That category are they?

MR. ROBERTS: Better.

THE COMMISSIONER: There are some slight dis-

crepancies. Those large figures, 39,324, are exactly

the same, produced and paid for. Here there is a

small one, 133,344 produced and 133,326 paid. Here

is 58,333 produced and 58,554 paid, 224,512 produced

and 497,741 paid.

MR. ROBERTS: I have ticked in this column, the

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Fleming.

ones that do not balance, those that I was able to find until the end of the year.

THE COMMISSIONER: When did this correspondence take place that you read? I think it was January, 1936?

THE WITNESS: Yes, sir, it was just recently.

MR. McRUER: January 17th, 1936. Now, the pay roll of January 18th, 1936 --

THE COMMISSIONER: Here it is.

MR. McRUER: Looking at page 4 it is a good example of it. We have the headings average wage, and then actual production, quantity, hanks, pounds, and production paid for, another column, and in this instance, the first instance, there are two figures there and there is a slight difference and there is a star at the bottom, which indicates there was an adjustment there of some kind between them. Then, we have under this, see page 7D, 7E, and F and so on. Now, we come to these pages and we find that they are breakdowns in which the actual count -- the production on the different counts is shown, and in detail, so that you can go right to the --

THE COMMISSIONER: There is still a difference though I think it is small, yards produced 13,844, that is the summary, and yards paid 13,675.

BY MR. McRUER: Now, we go on again in this and there is one that occurs there --

THE COMMISSIONER: What is this here; is this what you mean?

MR. McRUER: Yes, it is the one.

THE WITNESS: It is a winding operation.

ones that do not balance, those that I was able to fix
until the end of the year.

THE CHARTERED STENOGRAPHIC: When did this correspondence begin
place that you made? I think it was January, 1906?

THE CHARTERED STENOGRAPHIC: Yes, sir, it was just recently.
MR. ROBERTS: January 17th, 1906. Now, the way

roll of January 18th, 1906 --
the amount of work is 10.

MR. ROBERTS: Looking at page 4 it is a good example
of it. To have the heading average wage, and

then actual production, quantity, barrels, pounds, and
production paid for, another column, and in this

instance, the first instance, there are two figures
there and there is a slight difference and there is a

star at the bottom, which indicates there was an
adjustment there of some kind between them. Then,

we have under this, see page 70, 71, and 72 and so on.
Now, we come to these pages and we find that they are

known in which the actual count -- the production
at the different counts is shown, and in detail, so

that you can go right to the --
THE CHARTERED STENOGRAPHIC: There is still a difference

though I think it is small, yards produced 12,345,
that is the summary, and yards paid 12,375.

BY MR. ROBERTS: Now, we go on again in this and
there is the same thing --

THE CHARTERED STENOGRAPHIC: That is also here; is this what
you want?

MR. ROBERTS: Yes, it is the one.
THE CHARTERED STENOGRAPHIC: It is a similar statement.

MR. McRUER: A winding operation, that is on February 1st.

THE COMMISSIONER: 93,245 -- I don't see the heading about production --

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THE WITNESS: Yes, sir, that is production.

THE COMMISSIONER: Yes, it is here, that is right. Production, 93,245, paid 92,543.

10

BY MR. McRUER: Q. That was on the 224's, was it? A. Yes, that would be one of the counts of yarn.

MR. McRUER: The discrepancy is indicated on there.

THE COMMISSIONER: Is checked there, yes.

15

Here is twister tenders, production 69,343, production paid 69,343.

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BY MR. McRUER: Q. Now, Mr. Fleming, can you go back into one of those very recent ones and find some sort of a record that shows a large difference if there is one where you have it now broken down even to the number of counts of yarn? A. I can go into a recent one and I can show you that condition is the same as it was in 1932.

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Q. What do you mean by condition? A. What are you/calling discrepancies and which are not actual discrepancies.

BY THE COMMISSIONER: Q. As great as in 1932? A. Greater in some cases.

MR. HEWLETT: If Mr. Fleming could go around, sir, and point it out beside you --

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BY THE COMMISSIONER: Q. You can find all that in this book? A. Of if Mr. McRuier would care

Mr. Brydie: A binding operation, that is on

February 1st.

The Commission: 93,443 -- I don't see the

ending about production --

The Commission: Yes, sir, that is production.

The Commission: Yes, it is here, that is right.

Production, 93,443, paid 93,443.

Mr. Brydie: That was on the 284's, was

it? . . . Yes, that would be one of the cases

of yours.

Mr. Brydie: The discrepancy is indicated on the

The Commission: Is checked there, yes.

There is twice as many, production 93,443, production

paid 93,443.

Mr. Brydie: . . . Now, Mr. Brydie, can you go

back into one of those very recent ones and find some

that is a report that shows a large difference if you

is one where you have it now broken down even to the

number of counts of yards? . . . I can go into

a recent one and I can show you that condition is the

same as it was in 1933.

Mr. Brydie: What do you mean by condition?

Mr. Brydie: . . . You mean by condition?

Mr. Brydie: . . . You mean by condition?

Mr. Brydie: . . . You mean by condition?

Mr. Brydie: . . . You mean by condition?

Mr. Brydie: . . . You mean by condition?

Mr. Brydie: . . . You mean by condition?

Mr. Brydie: . . . You mean by condition?

Mr. Brydie: . . . You mean by condition?

to look up the figures himself and draw off the figures for you right there, if Mr. McKuer would take what he considers the biggest variation that he has found throughout the binder --

5 BY MR. MCKUER: Q. I am not concerned so much about the biggest variation; I am concerned about the continuity of variation more in the various different departments. You may get a very big one that is very easily explainable? A. That is why I would
10 prefer for you to pick it out and then let me explain it.

Q. Well, in the last pay roll-- A. Yes, sir, there are some.

15 Q. That you can explain? A. Yes, sir. Where are we at? What is that one we were talking about yesterday, in the twisters?

Q. April 11th, I don't think all the breakdown sheets of April 11th are in this book so take the pay roll of March 28th. Now, let us see --

20 A. I am going to establish now that there are conditions in this -- the same condition as you have pointed out in previous years.

25 Q. Take for instance the ring weft spinners on page 8 of the pay roll of March 28th. Now, that balances actually in every detail there? A. Yes, sir.

Q. 2398 and 2398, and then take the ring warp spinners? A. Yes, sir.

30 Q. 162,222 and it is 162,220, that seems to be out two. A. You are not going all over a mass of figures to find two pounds.

to look at the right hand and then out the
figures for the right hand, it is not correct
that the numbers are the highest variation that has
been shown in the history --
My Mr. Bridge: I am not concerned so much as
the figures are; I am concerned about the
significance of the figures in the various
departments. You are not a very big one that is
very easily explained. That is why I would
another for you to give it out and then let me explain
it.
Well, in the last part of it --
There are some.
That you are excited. Yes, sir. It is
not so. What is that one we were talking about
last time, in the history?
Well, I don't think all the numbers
of the right hand are in this book so that the
roll of the right hand. Now, let us see --
A. I am going to explain now that there are
figures in this -- the same figures as the right
hand in various parts.
Now, for instance the right hand figures on
page 6 of the right hand of the right hand. Now, that
figures are in every detail there? Yes, sir.
Yes, sir, and then there are the right hand
figures.
Yes, sir.
Yes, sir, and in 184,140, that seems to be
the right hand.

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Q. We will not do that. Hosiery mules,
1021-3/4 and 1021-3/4. Now, are there any dis-
crepancies here? Hosiery mules again -- that is the
same thing? A. I didn't think we were
5 looking for differences in this pay roll. We were
going to find something that showed the same condition
existed in this pay roll as existed in the years gone by.

Q. I suggested we take the last pay roll and
then if these differences existed we might be able to
10 check up and find out why they existed?

A. You have to understand the running of the mill
and the way this report is made up to find that.

Q. Do they exist here? A. They do exist
15 there. Will you turn up the twisters?

Q. There is the twister tenders. A. Alright;
the twister tenders had 114,540 pounds.

THE COMMISSIONER: Are you talking there of actual
production or paid for?

20 MR. McRUER: Production paid and actual production
are the same there.

THE WITNESS: I have given evidence here in
court that on twisters there are tenders and creelers
working. There is two classes of help working
25 on the twisters, but on the twisters that we have in
the department down there there are five machines
where the creelers do not work at all. Therefore,
this being the production of the tenders, 114,540,
we are not going to pay the creelers on that product-
30 ion where they do not work on them at all. Therefore

we will not do that. However, please.

101-2/4 and 101-2/4. Now, are there any dis-

crepancies between the two sets of figures -- that is, the

same thing? A. I don't think we have

looking for differences in this set of figures.

going to find something that shows the same condition

existed in this set of figures as existed in the other set.

I suggested we take the first set of figures and

then if these differences existed we will be able to

check up and find out why they existed?

A. You have to understand the meaning of the difference

and the way this report is made up to find that.

A. Then no exist?

There. Will you turn up the figures?

A. There is the latest figures.

the figures are the 1940 figures.

What is the difference between the two sets of figures?

Production of 1940?

MR. ROSEN: Production of 1940 and 1941 figures.

are the same figures.

MR. ROSEN: I have given you some figures in

count them as figures and see how they are and exactly

working. There is two classes of figures working

on the figures, but on the figures that we have in

the figures that we have in the figures.

where the figures do not work at all. Therefore,

this being the production of the figures, 1940, 1941,

we are not able to get the figures on that exact

the figures are not work on that at all. Therefore,

the difference between this and what was paid to the
creelers will make a difference exactly the same as
you have had there before.

BY MR. McRUER: Q. Where are the creelers here?

5 A. They should be right around some place.

Q. Do you recollect the instance the other day
of where we had twisters that did not balance?

A. The tenders?

Q. Twister tenders that did not balance?

10 A. That one I said I could not explain; I could not
explain that.

Q. Now, go on with the creelers; where are the
creelers? A. They should be right around there.

15 Q. Yarn finishing creelers; it isn't extended
apparently. What page are you on there for the
twisters? A. Page 9.

Q. Find me the creelers if you can and see if
they balance? A. Those creelers should
20 be in there somewhere.

Q. Well, what have we got on this?

MR. HEWARD: It says, see page 11; would that
apply to that? Perhaps it would.

MR. McRUER: We haven't any production sheets
25 there for the creelers at all. A. Let us
look at page 11 and see what it says there.

Q. Yarn finishing, twister tenders, reeling
tenders; here are your twister tenders here?

30 A. They should be on here. Mr. Holiday can pick
this out for us, Mr. McRuér. He makes it up.

MR. McRUER: Find the creelers for us, Mr. Holiday.

the difference between this and what was said to the
creators will make a difference exactly the same as
you have had there before.

BY MR. McBRIDE: Q. Where are the creators here?
A. They should be right around some place.

Q. Do you recollect the instance the other day
of where we had writers that did not balance?

A. The same?

Q. Writer instance that did not balance?

A. That one I said I could not explain; I could not
explain that.

Q. Now, go on with the creators; where are the
creators? A. They should be right around there.

Q. You're thinking creators; it isn't extended
anymore. What page are you on there for the
writers?

A. Page 2.

Q. Find me the creators if you can and see if
they balance?

A. Those creators should
be in there somewhere.

Q. Well, what have we got on that?

Q. I think it says, see page 11; would that
apply to that? Because it would.

Q. Now, we haven't any creation there
there for the creators at all.

A. Let me
look at page 11 and see what it says there.

Q. You're thinking, what's that, right?

Q. They should be on there.

Mr. McBRIDE can pick
this out for me, Mr. McBRIDE. He makes it up.

Q. Now, what's the creators for me, Mr. McBRIDE?

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on March 28, 1936. I can find the twister tenders.

MR. HEWARD: The twister tenders are here.

MR. HOLIDAY: The creelers should have followed that. Here they are -- no, that is not it.

MR. GARIEPY: Is it day or night?

MR. HEWARD: Is it day or night? We may be searching in the wrong one.

BY MR. McRUER: Q. The one we are looking at is the night, but I don't suppose it would make any difference? A. No, it would make no difference, but there is just a possibility they are not using creelers at night.

Q. This is the pay roll for the whole two weeks; it applies both day and night. Does Mr. Gariepy know whether the breakdown, the analysis, for the creelers was made or whether they just accepted for the creelers the same statement as for the tenders? The analysis for April 11th isn't in there, it was not completed.

MR. HOLIDAY: It should be in here.

MR. HEWARD: Take the previous pay roll and see if it is there, and save time.

MR. McRUER: We seem to have got up a blind alley here.

THE COMMISSIONER: You have lost your creeler. I think you better take this away and find it at your leisure.

MR. McRUER: Yes, Mr. Fleming will be available. Alright, you can step down, Mr. Fleming.

THE COMMISSIONER: Have you something else to go

On March 13, 1956. I am filing the writer's letter.

Mr. [Name]: The [Name] should have [Name]

that. There they are -- no, that is not it.

Mr. [Name]: Is it [Name] or [Name]?

searching in the [Name] one.

BY Mr. [Name]: The one we are looking at

is the right, but I don't suppose it would make any

difference. A. No, it would make no difference.

ence, but there is just a possibility they are not

using [Name] at night.

Q. This is the [Name] for the whole [Name] [Name]

it [Name] down day and night. Does Mr. [Name]

know whether the [Name], the [Name], for the

[Name] was made at [Name] that [Name] accepted for

the [Name] the same statement as for the [Name]?

The [Name] for [Name] [Name] in [Name], it was

not [Name].

Mr. [Name]: It should be in [Name].

Mr. [Name]: [Name] the [Name] not [Name] and [Name]

it is in [Name], and [Name] time.

Mr. [Name]: We seem to have got up a [Name] [Name]

[Name].

The [Name]: You have lost your [Name].

I think you better take this [Name] and [Name] it at [Name]

[Name].

[Name] [Name] [Name] [Name] [Name] [Name] [Name] [Name]

[Name] [Name] [Name] [Name] [Name] [Name] [Name] [Name]

[Name] [Name] [Name] [Name] [Name] [Name] [Name] [Name]

on with?

MR. McRUER: I am ready to go on with Mr. Holiday.

ALBERT H. HOLIDAY, recalled,

BY MR. McRUER: Q. Mr. Holiday --

BY THE COMMISSIONER: Q. Just a minute, Mr. McRuér, how do you spell your name, with two ls?

A. One l.

Q. What is your first name? A. Albert.

BY MR. McRUER: Q. Mr. Holiday, you were getting for me, which we will ultimately have filed for all the other mills of the Dominion Textile Company, certain statements in regard to production and wages paid and statistics of that sort over a period of years? A. Have you asked for that?

Q. Well, I asked Mr. Gordon for it. That is coming on for the different mills. That has not been done; well, we will expect it from you.

I asked you to produce your Census of Industry records in reference to the Montmorency mill and you brought me down certain duplicate copies that are more or less incomplete. I would like to have them completed, but I want to take from the last two, 1934 and 1935, a statement that is complete, and that is the workers, classified under weekly wage payments. This is the record for your mill, is it, for 1934? A. Yes, 1934.

Q. This shows, my lord, the classification for weekly wage payments of wage earners only and it shows for any full week in month of employment of greatest number. That is, you select a pay roll of

Flowing,

in 1917

Q. Now, I am going to ask you to go on with Mr. Hall

Q. Now, I am going to ask you to go on with Mr. Hall

Q. Now, I am going to ask you to go on with Mr. Hall

Q. Now, I am going to ask you to go on with Mr. Hall

Q. Now, I am going to ask you to go on with Mr. Hall

A. Yes, I.

Q. Now, I am going to ask you to go on with Mr. Hall

Q. Now, I am going to ask you to go on with Mr. Hall

Q. Now, I am going to ask you to go on with Mr. Hall

Q. Now, I am going to ask you to go on with Mr. Hall

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Q. Now, I am going to ask you to go on with Mr. Hall

Q. Now, I am going to ask you to go on with Mr. Hall

the largest number of hands during the year 1934?

A. 1934.

Q. And it is classified under the following headings, under \$6.00, males none, females none.

5 \$6.00 to \$6.99, 27 males and 18 females. Now, does this include piece workers as well? A. Yes, everybody.

Q. That is everybody, piece workers worked out to a 55 hour week? A. Yes, the equivalent.

10 Q. The equivalent of a 55 hour week for that week, yes; \$7.00 to \$7.99, 108 males and 45 females; \$8.00 to \$8.99, 117 males and 50 females; \$9.00 to \$9.99, 69 males and 43 females; \$10.00 to \$10.99, 40 males and 70 females; \$11.00 to \$11.99, 94 males and 81 females; \$12.00 to \$12.99, 145 males and 101 females; \$13.00 to \$13.99, 71 males and 101 females; \$14.00 to \$14.99, 95 males and 41 females; \$15.00 to \$15.99, 153 males and 15 females; \$16.00 to \$16.99, 55 males and 17 females; \$17.00 to \$17.99, 28 males and 5 females; \$18.00 to \$18.99, 49 males, no females; \$19.00 to \$19.99, 21 males and 3 females; \$20.00 to \$20.99, 28 males and 2 females; \$21.00 to \$21.99, 12 males; \$22.00 to \$22.99, 7 males; \$23.00 to \$23.99, 39 males; \$24.00 to \$24.99, 7 males; \$25.00 to \$25.99, 5 males; \$26.00 to \$26.99, 10 males; \$27.00 to \$27.99, 2 males; \$28.00 to \$28.99, 7 males; \$29.00 to \$29.99, none; \$30.00 to \$34.99, 5 males; \$35.00 to \$39.99, 2 males; \$40.00 to \$44.99, 8 males; \$45.00 to \$49.99, 2 males; \$50.00 and over, 5 males. What would be the nature

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the present number of books during the year 1944

1. 1944.

2. And it is classified under the following

category, under \$5.00, which means, under none.

\$5.00 to \$5.99, 17 males and 10 females; 100, 100

This includes also books as well? A. Yes, even

3. That is even books, which means books out

to a 100 books? A. Yes, the equivalent.

4. The equivalent of a 100 books for that

book, 100; \$5.00 to \$5.99, 100 males and 10 females;

\$5.00 to \$5.99, 100 males and 10 females; \$5.00 to

\$5.99, 100 males and 10 females; \$5.00 to \$5.99, 100

males and 10 females; \$5.00 to \$5.99, 100 males and

10 females; \$5.00 to \$5.99, 100 males and 10 females;

\$5.00 to \$5.99, 100 males and 10 females; \$5.00 to

\$5.99, 100 males and 10 females; \$5.00 to \$5.99,

100 males and 10 females; \$5.00 to \$5.99, 100 males

and 10 females; \$5.00 to \$5.99, 100 males and 10

\$5.00 to \$5.99, 100 males, no females; \$5.00 to

\$5.99, 100 males and 10 females; \$5.00 to \$5.99, 100

males and 10 females; \$5.00 to \$5.99, 100 males; 100

to \$5.99, 100 males; \$5.00 to \$5.99, 100 males; 100

to \$5.99, 100 males; \$5.00 to \$5.99, 100 males;

\$5.00 to \$5.99, 100 males; \$5.00 to \$5.99, 100 males;

\$5.00 to \$5.99, 100 males; \$5.00 to \$5.99, 100 males;

\$5.00 to \$5.99, 100 males; \$5.00 to \$5.99, 100 males;

\$5.00 to \$5.99, 100 males; \$5.00 to \$5.99, 100 males;

\$5.00 to \$5.99, 100 males; \$5.00 to \$5.99, 100 males;

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of the employment of those higher -- the classifications over \$25.00? A. Well, I would say second hands and section hands.

BY THE COMMISSIONER: Q. I do not understand?

5 A. Second hands and section hands, assistant overseers, we call them second hands in the mill.

BY MR. McRUER: Q. I make it 46 out of the total pay roll of about 1700 are in a classification of over \$25.00, and you say that would be people employed as sort of overseers?

10 A. Overseers and assistant overseers.

BY THE COMMISSIONER: Q. This represents a week of 55 hours?

15 A. Yes, that is based on the week of 55 hours.

Q. Classified -- well, this will be exhibit number 203. Have you two of them?

MR. McRUER: I have for the year 1935, my lord.

THE COMMISSIONER: The same thing?

20 MR. McRUER: The same information.

THE COMMISSIONER: We will put them together.

EXHIBIT # 203:

Two Census of Industry reports, for years 1934 and 1935.

BY MR. McRUER: Q. That is correct, is it?

25 A. Yes.

Q. Then, just put the two together; I shall not bother reading into the record 1935. We will have them there for comparative purposes. In regard to the remainder of the information, Mr. Holiday, that I have asked for in respect to this mill I will not
30 bother you with it just now with the exception of

the employment of those in the classification
 A. Well, I would say second hand
 BY THE COMMISSIONER: I do not understand?
 A. Second hand and section hands, each not over
 we call them second hand in the mill.
 BY MR. MOHR: I make it 40 out of the total
 my roll of about 1700 are in a direct position of over
 \$25.00, and you say that would be people employed as
 sort of overmen?
 A. Overmen and section
 BY THE COMMISSIONER: This represents a week
 of 35 hours?
 A. Yes, that is based on the
 week of 35 hours.
 A. Classified -- well, this will be exhibit
 number 208. Have you two of them?
 MR. MOHR: I have for the year 1934, of 1935.
 THE COMMISSIONER: The same thing?
 MR. MOHR: The same information.
 THE COMMISSIONER: He will get that together.
 THE COMMISSIONER: THE BUREAU OF LABOR
 and 1935.
 BY MR. MOHR: That is correct, is it?
 A. Yes.
 A. Then, does not the two together; I shall not
 then there for comparative purposes. It would be
 the number of the information, Mr. Mohr, that
 I have said that is correct in fact and I will not
 believe that you will find any discrepancy at

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this. I would like to get the operating statement of this mill for a period of years. I asked for that the other day. Did you bring those down? A. I think Mr. Gordon has one.

5 Q. Now, the statement that Mr. Gordon has handed me purports to be an operating cost sheet for the 12 weeks ending March 28, 1936. This is for the Montmorency branch, is it? A. Yes, sir.

10 Q. That is the whole mill, is it? A. That is for the whole mill.

Q. Including everything? A. Well, including the charges at the mill.

15 Q. This does not include the charges for head office supervision and that sort of thing; we can get from head office what is the charge against this mill? A. Yes.

Q. Well now -- A. What you are looking at there now is the production record showing the pounds per spindle on the various counts.

20 BY THE COMMISSIONER: Q. What is that?

A. The production record showing the pounds per spindle, 55 hours, on the various counts.

25 BY MR. McRuer; Q. That is the actual record of pounds that were produced per spindle? A. Yes.

BY THE COMMISSIONER: Q. In 55 hours; is that right? A. In 55 hours, yes, sir.

30 BY MR. McRuer: Q. I just want to get the details of what this represents. It is stated to be an operating cost sheet. These are actual figures or estimates? A. Some of them are actual and

Q. I would like to get the operating statement of
this mill for a period of years. I asked for the
the other day. And you bring those down. A. I
think Mr. Wilson has one.
Q. Now, the statement that Mr. Wilson has
dated me yesterday to be an operating cost sheet for
the 12 weeks ending March 25, 1933. This is for the
Montgomery branch, is it?
A. Yes, sir.
Q. What is the whole mill, is it?
A. That is
for the whole mill.
Q. The charges at the mill.
A. This does not include the charges for head
office supervision and that sort of thing; we can
get from head office what is the charge against this
mill?
A. Yes.
Q. Well now -- A. What you are looking at
there now is the production record showing the count
per spindle on the various counts.
Q. The production record showing the count per
spindle, at hours, on the various counts.
Q. That is the actual record of
counts that were produced per spindle?
A. Yes.
Q. In the case of 1933; is it 20 hours; is that
all?
A. In 20 hours, yes, sir.
Q. I just want to get the belief
of this statement. It is stated to be an
operating cost sheet. These are actual figures or
some of them are actual and

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some are estimated.

Q. How do you tell the difference between the actual and the estimated? A. Of course, we know that ourselves.

Q. How do you know from looking at the sheet? A. Labour, for instance, that is actual.

Q. Labour is actual? A. Yes.

Q. And supplies, I take it, would be actual? A. Yes.

Q. Equipment? A. No, that is not actual.

Q. That is estimated because it is distributed? A. Yes.

Q. Budgeted? A. Yes.

Q. Oils and fuel would be actual? A. Yes.

Q. Repair labour would be actual? A. Yes.

Q. Repair supplies would be actual? A. Yes.

Q. Then, plus mill general? A. That is a charge as applying to the whole of the mill. They are divided on this percentage basis to the various departments.

BY THE COMMISSIONER: Q. What is that? A. That is a charge that applies to the whole of the mill and is divided on a percentage basis to the various departments.

BY MR. MORUER: Q. Then we have plus H.O. charges and under a sub-heading, total weaving, on that sheet we have certain figures? A. That is head office charges.

Q. Those are head office charges? A. There is a lump sum. We get a certain charge from head office.

some are estimated.

Q. How do you tell the difference between the

actual and the estimated? A. Of course, we know

that.

Q. How do you know from looking at the sheets?

A. Labour, for instance, that is actual.

Q. Labour is actual? A. Yes.

Q. And supplies, I take it, would be actual?

A. Yes.

Q. Equipment? A. No, that is not actual.

Q. That is estimated because it is distributed?

A. Yes.

Q. Right? A. Yes.

Q. Oil and fuel would be actual? A. Yes.

Q. Rental labour would be actual? A. Yes.

Q. Rental supplies would be actual? A. Yes.

Q. Then, plus all general? A. That is a

charge as against to the whole of the bill. They

are divided on this percentage basis to the various

departments.

BY THE COURT: What is that? A. What is

a charge that applies to the whole of the bill and

is divided on a percentage basis to the various depart-

ments.

BY MR. BRYDIE: Then we have five N.O. charges

and under a non-actual, total working, on that basis

we have certain charges? A. That is head office

charges.

Q. Those are head office charges? A. There is

a jump sum. It's not a certain charge from head office

I don't know what that covers.

Q. Speak out.

A. We get a certain weekly charge from head office which we apply to our cost sheet.

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BY THE COMMISSIONER: Q. Apply to what?

A. It is added to our cost sheet, say, for instance, if it is \$5,000 a week, if the sheet covers four periods it is \$20,000. It is divided in the various processes according to the percentages shown here, these distribution percentages.

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BY MR. MORRIS: Q. I just want to get the mechanics of this statement at the moment; under this column there is a sub-heading, total weaving? A. Yes.

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Q. There are certain figures? A. Added to this total here.

Q. Added to the general mill totals, and those are charges that head office makes against these departments? A. Yes, there are certain charges.

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(page 3755 follows)

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I don't know what that covers.

Q. Speak out. A. We get a certain weekly

charge from head office which we apply to our cost

BY THE COMPTROLLER: A. Apply to what?

A. It is added to our cost sheet, say, for instance,

if it is \$2,000 a week, if the sheet covers four

periods it is \$80,000. It is divided in the various

processes according to the percentages shown here, in

BY MR. BRYCE: A. I just want to get the meaning

of this statement of the account; under this column

there is a sub-heading, total weekly? A. Yes.

Q. There are certain figures? A. Added to

this total here.

A. Added to the general bill totals, and those

are charges that head office takes against these

(page 273 follows)

Q. You say that there are certain charges that you get from Head Office, but are those not the distribution of the Head Office charges, for Head Office supervision, and that sort of thing?

5 A. I don't know, sir. This comes to me in a lump sum, so much a week.

Q. It comes to you in a lump sum, so much a week?

A. Yes.

10 Q. So that in this sheet we have under the column "Total weaving" charges for Head Office that are inserted as against the weaving, is it? A. No, against the particular processes that go to the cloth; that is the cloth end of it, and here is the yarn.

15 BY THE COMMISSIONER: Q. Who makes that up, is it made at Montreal? A. Made at Montreal, yes, sir.

20 BY MR. McRUER: Q. It is made up at Montreal, and you do not know what it is for? A. All we know is it comes from Head Office at Montreal.

Q. And do you distribute it according to the different processes? A. Yes.

25 Q. Well now, in that column opposite the "Total Card Room" we have figures of \$19,279.82. And then following that is 2-081. Can you tell me what those figures are? A. That is the cost per pound.

BY THE COMMISSIONER: Q. The cost per what?

30 A. The cost per pound.

MR. McRUER: Don't whisper to me, speak up so that

... You say that there are certain...
you get from Head Office, but are those of the
distribution of the Head of ice charges, for Head
... I don't know, sir. This comes to me in a lump
... It comes to you in a lump sum, no more & no
... Yes.
... as far as this sheet we have under the col
... inserted as against the receiving, is it?
... against the particular process that go to the ship
... that is the catch end of it, and here in the year.
... By the local collector, is it? ...
... is it made at Montreal?
... Yes, sir.
... By the collector, is it made up of Montreal,
... and you do not know what it is for?
... know is it comes from Head Office at Montreal.
... And do you distribute it according to the
... different processes?
... Well now, in that column opposite the "Grand Room" we have figures of \$1,750,000 and there
... following that is \$-0-0. ...
... figures are? ...
... By the collector, is it the cost per month?
... The cost per month.

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Holiday

his Lordship can hear you.

Q. The figure of \$19,279.32 is the total
that is charged against Head Office?

A. No, no;

that is the total including head office charges.

Q. Oh, that is the total including head office
charges?

A. Yes. Here is the total Card room
cost, including Head Office.

BY THE COMMISSIONER: Q. Including Head Office
charges?

A. Yes, including Head Office charges.

BY MR. McRUER: Q. Well, there is nothing here
to show what the Head Office charges are?

A. Nothing,

more than the difference between those two.

BY THE COMMISSIONER: Q. There is that figure from?

That large sum includes head office charges?

A. Yes,

that includes Head Office charges.

BY MR. McRUER:

Q. What is the Head Office charge?

A. The

Head Office charge is so much per week.

Q. The same sum every week?

A. We get a

lump sum, and that is divided.

Q. You don't know what it is?

A. Oh yes,

I know what it is.

Q. Per week?

A. Yes, I know what it is per

week.

Q. How much is it?

A. Well, it is shown down

here.

BY THE COMMISSIONER: Q. You are talking of the
weaving now?

A. The weaving end, yes, but Mr. Mcruer

is looking at the Card room.

his knowledge can not be.

.. The figure of \$10,750.00 is the total

first is changed and that is the

that is the total including head of five shares.

.. Yes, that is the total including head of five

.. Yes, none in the total (and none

cost, included in head office.

BY THE COURT: .. Including head office

.. Yes, that is the total including head of five

.. Yes, that is the total including head of five

to show that the head office charges are

more than the difference between those two.

BY THE COURT: .. There is said to be

that is the total including head of five shares?

that included head office charges.

BY THE COURT:

.. That is the total including head of five

head office charge is so much as work.

.. The same sum every week?

.. Yes, the same sum every week.

.. The same sum every week?

I know what it is.

.. Yes, I know what it is.

.. Yes.

.. Yes, that is the total including head of five

BY THE COURT: .. There is said to be

.. Yes, that is the total including head of five

Q. I thought we were still talking of weaving?

A. It is the Card room in the weaving division; it is divided; that Card room is divided, cloth and yarn.

Q. Yes, but what is that figured against?

MR. McRUER: There is \$19,279.32, my lord.

BY THE COMMISSIONER: Q. And that is for Card room weaving? A. Yes, exactly.

BY MR. McRUER: Q. Now, what are the Head Office charges? A. Well, the difference between those two sets of figures would be the Head Office charges, that is, \$19,279 and \$12,996.

THE COMMISSIONER: About \$7,000.

BY MR. McRUER: Q. For the purpose of our record, we will be able to tie it up. Take the figure of \$19,279.32 and deduct \$12,996; that is \$6,282.37? A. That is for a 12-week period.

Q. That is for a 12-week period? A. Yes.

BY THE COMMISSIONER: Q. You say it is for 12 weeks? A. Yes, for a 12-week period.

Q. That is your charge? A. That is the charge to the carding under the weaving section.

Q. And that is calculated in Montreal, by Head Office? A. Yes, sir.

BY MR. McRUER: Q. And you do not know how it is made up? A. No, I simply get it in a lump sum.

BY MR. HEWARD: Q. You get a lump sum for the whole mill? A. Yes.

Q. And you distribute it on a percentage basis?

I thought we were still talking of weaving.
... it is the same room in the weaving division; it
is divided; and the room is divided, clean and pure.
... Yes, but what is that figure against?
Mr. McNamee: There is 11,793.32, by Lord.
... and that is for Lord
... Yes, exactly.
... room weaving?
Mr. McNamee: Now, what are the head office
charges? ... Well, the difference between those
two sets of figures would be the head office charges,
that is, 11,793 and 11,000.
The cost of ... about 11,000.
By Mr. McNamee: For the purpose of our record,
we will be able to tie it up. ... the figure of
11,793.32 and 11,000; that is 11,793.32.
... that is for a 12-week period.
... that is for a 12-week period?
... Yes.
By Mr. McNamee: ... you say it is for 12
weeks? ... A. Yes, for a 12-week period.
... That is your charge? ... That is the charge
to the ending under the weaving section.
... and that is allocated in ... by head
... Yes, sir.
By Mr. McNamee: ... and you do not know now it is
made up? ... No, I slightly get it in a lump sum.
By Mr. McNamee: ... You get a lump sum for the

A. Yes, we distribute it on a percentage basis.

BY THE COMMISSIONER: The percentage basis is fixed by Montreal? A. Yes, the percentage basis is fixed by Montreal.

5 Q. They give you a lump sum and you make the distribution? A. Yes, sir.

Q. And it comes out to this figure, in respect to the Card room? A. Yes; that is for 12 weeks.

10 BY MR. McRUER: Q. That is for the carding, Mr. Holiday, for carding only in the weaving, but when we come to the weaving we have another figure in red, here? A. Yes, that is the total weaving.

15 Q. That has nothing to do with the carding? A. No, no, that is a particular department.

BY THE COMMISSIONER: Q. It does not include the carding? A. No, each department is shown by itself.

20 Q. But here is the weaving department? A. Under cloth.

BY MR. McRUER: Q. Under cloth? A. Yes. Our mill is divided cloth and sales, - yarn, in other words. The Card room is divided cloth and yarn.

25 BY MR. HOWARD: Q. You mean yarn to be sold to the trade? A. Yes. Leave the mill as yarn.

BY MR. McRUER: Q. At any rate, the next item which is in addition to the previous one, is it not, Mr. Holiday? A. No, it is a separate one.

Q. That is a separate item; it has nothing to do

...and estimated it on a percentage basis.

The 3rd room is divided into 2 parts.

with the one we had before. It shows a total of

\$62,503.14, does it not? A. Yes, sir.

Q. And, of that, how much would be charged from
Head Office? A. The difference between \$42,966.51

and \$62,503.14.

Q. That is, \$42,966.51 would be taken away from
the previous figure, is that right? A. Yes, sir.

Q. I make it \$9,536.63. Well then, is there
a grand total at the bottom here that we can get
so that we will find how much is charged up to the
mill operation? A. Yes, right down here.

Q. I was wondering -- A. No, it is right
here, sir, head office charges.

BY THE COMMISSIONER: Q. For what period?

A. For 12 weeks ending March 28th, 1936.

BY MR. McRUER: Q. \$114,921.36? A. Yes, sir.

Q. Well now, I am not going to spend any more
time on this sheet, Mr. Holiday, because I think it is
a subject for analysis by the Accountant when we come
to discuss costs, and so on. But I will be glad
if you will get me the similar sheets for the similar
period, that is, the 12 months ending March 28th,
for the previous 10 years? A. The previous 10
years?

Q. Yes, if that is available? A. Yes.

THE COMMISSIONER: Mr. McRuer, I presume you will
wait for the other sheets?

MR. McRUER: Yes, my lord. Probably

VE: 51.50H

8278

with the one we had before. It shows a total of

...the

of that kind, and how much would be charged from

41.202.226 6116

That is, \$48,000.00 would be taken away from

.. I make it \$0,588.88. Well then, is there

. I was wondering -- A. No, it is right

...I am not going to spend my money

...and it is available to you.

MR. MORRIS: Yes, my lord. Probably

I had better file them all together when I receive them.

THE COMMISSIONER: It might be better, Mr. McRuer.

5 MR. McRUER: I was just wondering, my lord;
for the purpose of our record we probably ought
to file it now and attach the others to it when they
come, because if we read the record and find that
Exhibit in some other particular later on it will make
10 it awkward.

THE COMMISSIONER: Then you can add to it.
Those are operating cost sheets?

MR. McRUER: Yes, my lord.

THE COMMISSIONER: That will be Exhibit 204.

15 EXHIBIT 204: Operating cost sheet, Montmorency
Branch, 12 weeks ending March
28th, 1936.

THE COMMISSIONER: Is that all, Mr. McRuer?

MR. McRUER: Yes, my lord. Then Mr. Gariepy
20 will be the next witness. He is not available at the
moment, my lord.

THE COMMISSIONER: Well, we will adjourn now
and resume at a quarter to two.

25 -- The Commission adjourned at 12.15 P.M. to resume
at 1.45 P.M.

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2700

I had better file them all together when I receive

Mr. [Name] I [Name] It might be better, Mr. [Name]

Mr. [Name] I was just wondering, my lord:

for the purpose of our record as previously stated

to file it now and attach the others to it when they

come, because if we read the record and find that

exhibit in some other particular later on it will be

it [Name]

Mr. [Name] I [Name] Then you can add to it.

There are [Name] [Name]

Mr. [Name] I [Name]

THE COURT: [Name] That will be Exhibit [Name]

EXHIBIT [Name] [Name] [Name]

Mr. [Name] [Name] [Name]

THE COURT: [Name] Is that all, Mr. [Name]

Mr. [Name] [Name] [Name]

will be the next witness. He is not available at the

moment, my lord.

THE COURT: [Name] Well, we will adjourn now

and resume at a quarter to [Name]

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-- The [Name] [Name] [Name]

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3761

LA SEANCE EST REPRISE A DEUX HEURES ET DEMIE DE
L'APRES-MIDI.

EUGENE GARIÉPY est assermenté.

5

INTERROGE PAR M. BEAUREGARD:

Q Quel est votre premier nom M. Gariépy?

R Eugène.

Q Quelle est votre occupation?

10

R Chef commis pour le moulin.

Q Depuis combien de temps occupez-vous cette fonction-là? R Depuis avril, 1934.

Q Travaillez-vous au moulin avant d'avoir cette fonction-là? R Oui.

15

Q En quelle qualité? R Pendant 7 ans et demi, auparavant, commis dans le département du coton brut.

Q Vous étiez commis du département?

R Dans le coton brut.

20

Q Et, vous avez été transféré de commis du département, avancé, vous avez été transféré comme chef du bureau, comme vous le dites? R Oui, monsieur.

Q C'est cette même fonction que vous occupez depuis avril, 1934?

R Oui, monsieur.

25

Q Vous parlez du bureau de Montmorency?

R Oui, monsieur.

Q Quant à la question de paye des ouvriers, je comprends que vous payez tous les deux moulins, vous surveillez la préparation des payes de tous les deux moulins?

R Oui, monsieur.

30

Q Et, vous surveillez les rapports de la production?

R Oui, monsieur.

Q Vos employés du moulin sont divisés en deux catégories, comme ceci: ceux payés à l'heure, et ceux payés à la pièce? R Exactement.

5 Q Pouvez-vous nous dire, rapidement, quels sont les employés payés à la pièce?

R Les employés payés à la pièce sont généralement les opérateurs et les aides sur les machines.

Q Ceux qui travaillent, on pourrait dire, directement à la production? R Absolument.

10 Q Seulement, les doffers sont montrés comme employés à la pièce? R Considérés comme les aides sur les machines.

Q Considérés comme les aides sur les Machines?

R Oui, monsieur.

15 Q Maintenant, les employés à l'heure. Est-ce que les nettoyeurs sont employés à l'heure?

R Pas dans tous les cas.

Q Ceux-là sont payés tantôt à l'heure, tantôt à la pièce? R Ca dépend du département. Vous avez plusieurs catégories

20 Q Vous avez plusieurs catégories d'employés qui sont, tantôt considérés comme employés à la pièce, et, tantôt considérés employés à l'heure?

R Exactement.

25 Q Etes-vous capable de nous donner une liste définitive des départements où les employés sont à la pièce alors que les mêmes employés, travaillant ailleurs, sont à l'heure?

30 R Oui, il y a les cleaners, comme vous dites, les nettoyeurs dans la cotton card qui sont payés à la pièce, tandis que dans la spinning-room, les nettoyeurs sont payés à l'heure, généralement.

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Q A l'heure, généralement? R Oui.

Q Alors, vous avez les employés qui sont payés à la pièce? R Oui.

Q Des catégories d'employés payés à l'heure?

R Oui, monsieur.

Q Et, des catégories d'employés qui sont payés suivant les départements, à l'heure ou à la pièce?

R- Oui.

Q Pourriez-vous nous préparer une liste, puisqu'on se reverra un peu plus tard, une liste de ces employés, le nombre et la catégorie? R Oui.

Q De ceux qui sont, tantôt à l'heure, et, tantôt, à la pièce? R Oui, monsieur.

Q Maintenant, je comprends que les employés travaillant à l'heure, le rapport de leur travail, vous parvient par l'entremise des contre-maîtres qui tiennent le temps? R Oui, monsieur.

Q Vous avez des feuilles de temps?

R Des livres de temps.

Q Est-ce que ces livres-là sont détruits au fur et à mesure ou conservés? R Ils sont généralement conservés quelques mois.

Q Ca veut dire trois ou quatre mois?

R Quatre mois, environ.

Q C'est-à-dire que si on vous demandait ces livres en allant en arrière de 1936

R Non.

Q Ce sont les instructions, que ces livres-là soient détruits? R Ca ferait une accumulation

de vieux livres, on se sert jamais de ça.

Q Est-ce que ce sont les mêmes livres qui servent à enregistrer le temps des ouvriers payés à l'heure

Q A l'heure, généralement ?
R Oui.
Q Alors, vous avez les employés qui sont payés à l'heure ?
R Oui.
Q Des catégories d'employés payés à l'heure ?
R Oui, notamment.
Q Et, des catégories d'employés qui sont payés
selon les départements, à l'heure ou à la pièce ?
R Oui.
Q Alors, vous nous présenter une liste, puis-je ?
se trouve un peu plus tard, une liste de ces em-
ployés, le nombre et la catégorie ?
R Oui.
Q De ceux qui sont, tantôt à l'heure, et, tantôt
à la pièce ?
R Oui, notamment.
Q Maintenant, je comprends que les employés qui
travaillent à l'heure, ils ne sont pas payés à la
pièce, mais ils sont payés à l'heure ?
R Oui, notamment.
Q Mais ce que ces livres-là sont destinés à faire
et à montrer ou constater ?
R C'est pour dire trois ou quatre choses.
C'est-à-dire que si on veut connaître ces li-
vres en allant en arrière de 1900
R Non.
Q Ce sont les instructions, les livres-là ?
R C'est une question de détail.
Ces livres-là, on se sert jamais de ça.
C'est ce que ce sont les livres-là qui servent
à connaître les livres de détail à l'heure

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et des ouvriers payés à la pièce?

R Oui, monsieur.

Q Ces livres-là sont également détruits?

R Oui, les ouvriers à l'heure et les ouvriers à la pièce sont inscrits dans le même livre.

Q C'est ce livre-là qui est détruit? R Détruit.

Q Ce sont les rapports apparaissant à la liste de paye? R Liste de paye.

Q Après cette liste de paye, vous faites, ensuite

les rapports additionnels à la demande du bureau chef? R Qu'entendez-vous par bureau

chef?

Q Est-ce que vous faites au bureau chef des rapports sur le temps des hommes du moulin?

R Le seul rapport pour le temps, c'est la liste de paye.

Q Vous ne faites pas le sommaire?

R La Branch-Office, qu'ils appellent.

Q S'il y en a, c'est pas vous qui les faites?

R Non, monsieur.

Q Alors, nous n'avons pas à notre disposition, par conséquent, les originaux du temps des hommes, d'aucune façon, ni à l'heure, ni à la pièce, c'est disparu. Vous avez les prix basés sur les originaux disparus? R Oui.

Q Maintenant, quant au relevé du travail de la production des ouvriers à la pièce, vous avez des messagers dans les départements qui apportent à votre bureau, ou aux employés directement sous votre contrôle, qui apportent le relevé de la production des employés à la pièce? R Oui, monsieur.

Verbalis et al. 1991: 100-101

1. The Government of the United States of America, hereinafter referred to as the "Government,"

51

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Q Est-ce que c'est préparé dans des cahiers ou des feuilles, ce relevé des messagers?

R Quelques fois, des feuilles. Ce sont toutes des formes spéciales pour cet usage.

Q Ce sont des formes, est-ce que ces formes sont reliées ou en feuilles détachées?

R Feuilles détachées.

Q Que deviennent ces feuilles-là après que vous les avez utilisées, que vous avez transporté la substance ailleurs?

R Nous les gardons pendant quelques mois au cas où nous en aurions besoin pour une plainte ou quelque chose, ou une référence. Au bout de trois ou quatre mois, on les fait disparaître.

Q Vous avez trois ou quatre mois de relevés dans votre département?

R Oui.

Q Vous êtes positif à dire que c'est détruit?

R C'est détruit.

Q Ca n'existe plus?

R Ca n'existe plus.

Ca formerait pour rien.

Q Avez-vous des échantillons de ces relevés-là?

R Oui, monsieur.

Q Voulez-vous m'apporter un échantillon de ces relevés-là des machines pour la travail à la pièce? Prenons, par exemple, les spinners, nous en avons beaucoup parlé?

(IL VERBALEMENT PRESENTE UN DOCUMENT A M. L'AUDEGARD)

Q Ce que vous m'exhibez, actuellement, est un relevé par les messagers.....

R Par les messagers, provenant du cadran indicateur sur ces machines.

1. Je ne suis pas propriétaire dans les affaires de
les familles, ce relève des affaires.
2. Quelques fois, des familles. Ce sont des
les affaires de familles.
3. Ce sont des familles, ce sont des familles.
relève ou en relève également.
4. Familles de familles.
5. Les affaires de familles, ce sont des affaires
les affaires de familles, ce sont des affaires.
6. Les affaires de familles, ce sont des affaires.
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49. Les affaires de familles, ce sont des affaires.
50. Les affaires de familles, ce sont des affaires.

3766

Gariépy

Q Vous avez, ce matin, produit l'exhibit 202.

Voulez-vous prendre connaissance de cet exhibit, et nous dire si ceci est un relevé du messenger, un relevé de la production? R. Oui, monsieur.

Q Du département auquel il se rapporte?

R. Oui, monsieur.

Q Tel que préparé par ce qu'on a appelé, les messagers? R. Les messagers.

Q Ce relevé est pour la quinzaine finissant le 28 mars, 1936? R. Oui, monsieur.

Q Maintenant, devons-nous comprendre que le messenger reste en possession de ce document pendant toute la quinzaine? R. Oui, il nous est remis quand la quinzaine est terminée, c'est-à-dire que le messenger ne rend pas compte

Q C'est-à-dire que le messenger ne rend pas compte au bureau de ce relevé avant la fin de la quinzaine?

R. Absolument.

Q Il garde, pour lui, cette feuille-là?

R. Oui, monsieur.

Q Je vois qu'elle est reliée; êtes-vous dans l'habitude de les relier?

R. On les donne au département. Quand la paye est faite, il en a besoin de cette feuille-là pour l'arrêt du cadran quand la quinzaine est finie pour le reporter au départ pour la quinzaine suivante.

Q C'est-à-dire qu'il s'en sert de cette feuille-là pour contrôler la quinzaine suivante?

R. Absolument.

Q Je comprends par un autre témoin, M. Gariépy, que le contrôle est exercé par les employés de votre bureau et, non pas, par le messenger?

R Avant que la paye passe?

Q Avant que la paye passe? R La vérification
vous voulez dire?

Q La vérification est contrôlée, si vous le voulez?

5

R C'est exercé par notre bureau.

Q Quand vous dites qu'il a besoin de cette feuille-
là pour balancer, est-ce que vous ne faites pas un
peu erreur. Est-ce qu'il n'y a pas mal de jour
d'ouvrage de faits par l'usine quand cette paye-
ci vient en force? R Il y a huit
jours de faits par l'usine quand nous comptons la
paye.

10

Q Quand la paye se produit? R Quand la paye
se produit.

15

Q Ce rapport-ci dont la jeune fille qui a été
entendue nous a dit qu'il se fait le vendredi, est
commencé le mardi. Elle commence sa liste de paye
avec les noms l'âge et le nombre d'heures. Ces rap-
ports-là lui arrivent le mardi et le matin elle
reçoit le rapport de nuit et le soir du vendredi,
pour les jour?

20

R Oui.

Q De ce vendredi-là? R Oui.

Q C'est bien cela? R OUI.

Q Vous n'avez rien à reprendre de cette déclara-
tion? R Non, monsieur.

25

Q Celui qui relève les hanks, il recommence une
autre feuille dans l'autre semaine, le samedi
matin? R Non.

Q Quand il recommence une autre feuille, il l'a
pas cette feuille-ci dans les mains puisqu'on l'a
au bureau? R Quand nous en avons fini, nous
lui retournons.

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3767

Carrière

Q. Avant que la paye passe? R. La vérification est faite, et vous le savez.
Q. La vérification est faite, et vous le savez.
R. C'est exact par notre bureau.
Q. Quand la paye est-elle faite? R. Elle est faite par l'usine quand cette paye est faite.
Q. Et vient en force? R. Elle y a bien.
Q. Quand la paye est-elle faite? R. Elle est faite par l'usine quand nous comptons la paye.
Q. Quand la paye est-elle faite? R. Elle est faite par l'usine quand nous comptons la paye.
Q. Ce rapport-ci est-il le même que celui qui a été
entendu dans le cas où il a été fait le vendredi, et
commencé le samedi. Elle commence au lieu de payer
avec les autres l'ère et le nombre d'heures. C'est-à-dire
porte-là lui arrivant le mardi et le matin elle
reçoit le rapport de nuit et le soir au vendredi.
Q. Pour les jours? R. Oui.
Q. Ce ce vendredi-là? R. Oui.
Q. Vous n'avez rien à reprendre de cette déclaration?
R. Non, monsieur.
Q. Celui qui reçoit les heures, il ne commence pas
entre tous les autres, le samedi.
Q. Quand il commence une autre famille, il a
par cette famille-ci dans les autres familles, on l'a
ou pas? R. Quand nous en avons fini, nous
lui rendons.

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Q Ce que vous venez de dire: Nous lui retournons parce qu'il en a besoin", c'est pour le contrôle de sa première entrée? R Oui.

5 " Je comprends comme ça, que quand l'employé recommence sa semaine, le samedi matin, la semaine qui s'est écoulée, il y a huit jours de relevé de faits avant que cette feuille ne lui parvienne, est-ce correct, ça?

R Il s'en sert tout de suite, le samedi matin.

10 Q Vous la lui retournez, le samedi matin?

R Oui, quand il a fini de faire son relevé, il la retourne au bureau.

Q C'est vous qui restez en possession?

R Jusqu'à ce qu'on en ait complètement fini.

15 Q Alors, le document que vous m'avez exhibé s'occupe d'un autre département, la feuille 202, la pièce 202, qui est de même nature?

R Absolument.

Q Elle nous décrit un autre département, quant à sa conception, c'est la même chose?

20 R Oui, monsieur.

Q Maintenant, M. Gariépy, voici que des documents de la nature de la pièce 202 arrivent au bureau, et que vous êtes appelé à préparer la paye. J'ai compris des autres témoins, patrons et employés, que ceci est la base définitive du calcul de la paye par les employés qui sont sous votre contrôle.

25 Voulez-vous prendre une feuille de paye correspondant à l'exhibé 202, prenons la paye du 28 mars, 1936.

30 Vous m'indiquez, actuellement, les "peeder tenders, page 39, la semaine finissant le 11 avril, 1936.

3769

Gariépy

Je vous parle du 28 mars, 1936 ?

R Exusez.

Q Vous avez, ici, les Speeder Tenders, page 40, pour la paye du 28 mars, 1936. Sur la feuille 202, le principe qui vous guide, ce sont les machines dont on s'est occupé?

R Ce sont les hanks accumulées pendant pendant toute la paye.

Q Accumulées sur quoi? R Tous les jours.

Q Comment distinguez-vous les machines, la-dedans, qui les ont produites?

R Le numéro un

Q La machine numéro un? R Oui.

Q Et, en continuant, deux, trois, quatre?

R Oui, monsieur.

Q Alors, les chiffres à la gauche, veulent dire quelque chose? R Ils indiquent le numéro de la machine.

Q Autrement dit, 14 machines?

R Dans cette section-là.

Q Sont-ils là, tous nos 14 Tenders, combien y en a-t-il?

R La quantité peut varier suivant la sorte d'ouvrage.

Q Ici, dans la liste de paye, vous en avez combien qui sont payés à la pièce, des Tenders?

R Pour les Speeders, il y en a trois. Il y en a d'autres, à part ça, des Tender Cleaners, il y en a quelques-uns qui sont compris la-dedans, qui font partie de cette paye-là.

Q Je voudrais savoir quelles sont les personnes qui ont eu crédit de l'ouvrage mentionné sur la

pièce 202?

R Pour savoir ça, il faudrait

2769

Genlly

Je vous parle au 28 mars, 1936 ?

1. Réponse.

Q. Vous avez, loi, les 280000 tenders, page 40.

pour la voie du 28 mars, 1936. Sur la feuille

502, le principe du vote est, ce sont les ca-

chines dont on s'est occupé ?

R. Ce sont les hautes secousses pendant pendant

toute la page.

Q. Accousses sur quoi ?

R. Les 100 jours

Q. Comment s'appellent-elles les secousses, les hautes

qui les ont produites ?

R. Le numéro un

Q. La machine numéro un ?

R. Oui.

Q. Et, en fait, c'est, c'est, c'est, c'est, c'est

R. Oui, c'est ça.

Q. Alors, les chiffres 5 et 6, c'est, c'est, c'est, c'est

quelques autres ?

R. C'est ça, c'est ça.

Q. C'est ça, c'est ça, c'est ça, c'est ça, c'est ça

R. C'est ça, c'est ça, c'est ça, c'est ça, c'est ça

Q. C'est ça, c'est ça, c'est ça, c'est ça, c'est ça, c'est ça

R. La quantité peut varier un

peu, la carte d'ouvrage.

Q. Ici, dans la liste de page, c'est ça, c'est ça, c'est ça

rien qui sont liés à la pièce, non, n'est-ce pas ?

R. Pour les 280000, il y en a trois, il y en a

quatre, à part ça, des autres choses, il y en a

quelques-uns qui sont des 12-12-12, qui sont

ceux-là, c'est ça, c'est ça, c'est ça, c'est ça, c'est ça

Q. Les autres, c'est, c'est, c'est, c'est, c'est, c'est, c'est

qui ont en fait de l'ouvrage mentionné sur la

pièce 502. R. C'est ça, c'est ça, c'est ça, c'est ça, c'est ça

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le livre du temps. Ils s'en servent, actuellement.
Ils sont après faire la paye. Dans ce livre de
paye, je sais le nom de la personne qui a opéré
les machines une ou deux avec le cleaner sur ces
machines. Il nous indique que le numéro un ou
deux appartient à l'opératrice Samson, pour la
comparaison.

Q Alors, pour préparer la paye, votre employé doit
avoir le livre du temps? A Le livre du temps.

Q Il doit avoir ce rapport-ci?

R Oui, monsieur.

Q Il va trouver sur le livre du temps que tel
employé est sur telle machine?

R Sur telle machine.

Q Pendant tant de temps? R Pendant tant de
temps, et les heures indiquées avec les journées
par journées.

Q Vous dites que ce livre du temps n'est pas à
votre disposition, aujourd'hui?

R Non, parce qu'ils s'en servent, actuellement.

Q Voudrez-vous, jusqu'à notre prochaine rencontre,
nous faire une paye décomposée, au lieu de nous
faire cette feuille-ci. Vous prendrez la pièce
202, les Spinners, et le livre du temps, et vous
ferez une paye décomposée? R Oui.

Q Avez les noms des personnes apparaissant à la
page 40? R Oui, monsieur.

ME HEWARD: Il faudrait nous laisser l'exhibé.

ME BEAUREGARD: Je n'ai pas d'objection.

Q Pourquoi est-ce que vous exigez la feuille du
temps pour me décomposer cette paye. Est-ce que vous
n'avez pas dans votre liste de paye, le nom de l'em-

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Carlépy

employé et le temps qu'il a travaillé. Vous l'avez le temps. Pourquoi demandez-vous le temps?

R Je peux pas dire par le pay-roll à qui appartiennent les machines en question, ici même.

5 Sur la liste de paye, il n'est pas fait mention des numéros des machines, l'autre feuille les donne.

Q Est-ce que vous n'êtes pas capable de me dire avec cette liste de paye ce que cette quantité de hanks-là vaut comme quantité de travail?

10 R Oui, monsieur.

Q Alors, si vous étiez capable de me dire ce que l'exhibit 202 vaut comme paye, est-ce que ça ne serait pas facile de savoir combien vos Tenders ont eu comme paye, et de savoir combien les autres employés sur la liste de paye ont eu. Vous n'avez pas besoin du livre de temps?

15 R Si vous voulez l'avoir d'un bloc, c'est pas la même chose. Si vous voulez l'avoir pour un employé, individuellement, il faut le livre du temps.

Q J'aimerais l'avoir tout d'un bloc?

20 R Je peux le faire.

Q Vous me le ferez? R Oui.

Q Vous me ferez la paye d'un employé, en détail?

R Oui, monsieur.

25 Q Maintenant, est-il possible que les hanks, que la quantité de production de la feuille 202, est-il possible que ça ne coïncide pas chiffres par chiffres avec la feuille dans votre livre, page 40?

R Impossible.

Q Il faut que ça balance?

30 R Il faut que ça balance.

loyé et le temps qu'il a travaillé. Tous les jours
le temps. Pourquoi demandez-vous le temps?
A Je peux pas dire par le pay-roll à qui appar-
tiennent les machines en question, ici même.
Sur la liste de paye, il n'est pas fait mention
des machines des machines, l'usine renvoie les données
à cet-est-ce que vous n'êtes pas capable de me dire
avec cette liste de paye ce que cette quantité de
machines est une quantité de travail?
R Oui, monsieur.
A Alors, si vous êtes capable de me dire ce que
l'exhibé 202 vaut comme paye, est-ce que vous
sauriez pas facile de savoir combien vos employés
ont eu comme paye, et de savoir combien les autres
employés sur la liste de paye ont eu. Vous n'avez
pas besoin du livre de temps?
R Si vous voulez l'avoir d'un bloc, c'est pas la
même chose. Si vous voulez l'avoir pour un employé
individuellement, il faut le livre de temps.
A J'aimerais l'avoir tout d'un bloc.
R Je peux le faire.
A Vous ne le faites pas?
A Vous ne faites pas ça d'un employé, en réalité?
R Oui, monsieur.
A Maintenant, est-il possible que les machines
que la quantité de production de la machine 202
est-il possible que ce ne soit pas les chiffres qui
sont avec la machine dans votre livre, mais que
il faut les balances?
R Il faut les balances.

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Q Depuis combien de temps est-ce que ça balance?

R Depuis que je suis en charge, j'ai toujours exigé que ça balance.

Q Est-ce que vous étiez en charge quand la lettre est arrivée au bureau chef qu'il fallait que ça balance?

R Oui, monsieur.

Q Vous étiez en charge?

R Oui.

Q Pourquoi cet ordre-là vous a-t-il été donné, si ça balançait toujours. On dirait que ça ne balançait pas avant cela. Vous ne savez pas?

R Je sais pas, j'ai toujours surveillé pour que ça balance pour moi-même.

Q Voulez-vous prendre communication d'une lettre en date du 17 janvier, 1936, formant partie de l'exhibé 196, et nous dire si M. Holiday vous a communiqué cette lettre-là, qu'il avait reçue du bureau chef?

R Je crois comprendre que cette lettre-là est une lettre circulaire.

Q Vous croyez le comprendre, je vous demande simplement si M. Holiday vous a communiqué cette lettre-là. M. Holiday vous l'a-t-il communiquée?

R Oui, monsieur.

Q Quel que soit l'objet de cette lettre-là, M. Holiday, à qui elle était adressée, vous l'a-t-il communiquée?

R Oui, monsieur.

Q Avec quelles instructions vous l'a-t-il donnée au moment de vous la communiquer?

R Avant cette lettre, on balançait toujours les rapports et les payes pour notre satisfaction, pour être sûr que tout était correct. Ensuite, cette lettre-là est venue avec les instructions de faire un rapport détaillé, à l'avenir, de la production

produite et de la production payée.

Q. Vous dites, n'est-ce pas, que le 17 janvier, 1936, vous avez un l'ordre de faire un rapport détaillé de la production produite et de la production payée. Quel rapport faisiez-vous avant?

R. On faisait, avant, le rapport de la quinzaine. Il était envoyé au bureau chez, à Montréal.

Q. De la production produite et de la production payée? R. De la production produite et de la production payée.

Q. Et, avec une extension du plus ou du moins, dans un sens ou dans l'autre? R. Pas chez nous.

Q. Comment, pas chez vous.

R. J'ai jamais fait d'extension de plus ou de moins.

M. LE COMMISSAIRE: Qu'est-ce que vous entendez par extension, le pourcentage.

ME BEAUREGARD: Le pourcentage établit.

Q. Le pourcentage établit de votre surproduction ou de la moins-production? R. Pas moi.

Q. Vous ne faisiez pas cela, qui faisait ça?

R. Le bureau, en bas.

Q. Le bureau, en bas? R. Absolument.

Q. M. Holiday? R. Oui.

Q. Vous n'avez rien à faire avec cela? R. Non.

Q. Vous n'avez pas cette production?

R. Je la connais depuis 1934.

M. LE COMMISSAIRE: Vous n'avez pas de taux?

ME BEAUREGARD:

Q. Vous n'avez pas de record que vous avez faits, depuis 1934, de la production produite et de la production payée. Quel est l'objet de ce rapport-là? R. Ce rapport comme je viens de

vous le dire, est fait par le bureau, en bas.

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Gariépy

Q Vous en faisiez un dans la liste de paye?

R Non, monsieur.

Q Le rapport de la production produite et de la production payée, n'est pas de vous?

R Comprenez bien.

Q Je vous demande s'il est de vous?

R Le rapport de la production est de moi.

Q Voulez-vous me montrer dans votre livre, le rapport de la production, si vous en avez fait,

en 1934? R Pas ici, on a des exemplaires des rapports de la production.

Q Le rapport de la production que vous faites, c'est ça?

(MR BEAUREGARD MONTRE UN RAPPORT AU TEMOIN)

Q Montrez-m'en un de 1934, que vous avez fait, vous?

R Je constate qu'il y en a pas de 1934, j'ai 1936.

Q Vous n'en avez pas de 1934?

R Je constate qu'il y en a pas de 1934. Pardon, en voilà un.

Q Avant de nous parler de ce rapport-là, je veux attirer votre attention sur la lecture de la lettre exhibit 196, adressée à M. Holiday. Vous avez bien lu, n'est-ce pas, que M. Holiday a envoyé une lettre spéciale, que vous avez dû voir, adressée au département des statistiques, et : "Mr. Fleming also wishes to acknowledge receipt of circular letter sent to him." R Oui, monsieur.

Q Je constate qu'à cette lettre, exhibit 196, il est dit:

"Nous avons été bien surpris de trouver que dans plus d'un moulin, il existe un état de choses par le-

100-100-100

100-100-100

Q Vous en faites un usage en tant que...

A Oui, Monsieur.

Q Le rapport de la production...

A Production payée, mais pas de...

A Production payée.

Q Je vous demande s'il est de...

A Le rapport de la production est de...

Q Veuillez-vous me montrer dans votre...

A Rapport de la production, si vous en avez...

en 1954? A Oui, oui, on a une...

A Les rapports de la production.

Q Les rapports de la production des...

A C'est ça?

A Les rapports de la production...

Q Montrez-m'en un de 1954, les...

A Je constate qu'il y en a un de...

A Je constate qu'il y en a un de...

A Je constate qu'il y en a un de...

A Voilà.

Q Les rapports de la production...

A Oui, Monsieur, les rapports de la...

A Oui, Monsieur, les rapports de la...

A Oui, Monsieur, les rapports de la...

A Oui, Monsieur, les rapports de la...

A Oui, Monsieur, les rapports de la...

A Oui, Monsieur, les rapports de la...

A Oui, Monsieur, les rapports de la...

Q Je constate qu'il y a une...

A Oui, Monsieur.

Q Vous avez dit que...

A Oui, Monsieur, il existe un...

quel le rapport du pay-roll montre que le total de la production payée balance exactement avec le total de la production produite, mais qu'en revisant chaque quantité individuelle du count et du hank, on a trouvé, dans un grand nombre de cas, qu'il y avait un montant de paye bien supérieur et, quelques fois, bien inférieur aux chiffres des counts tels que montrés dans les rapports de la production.

"Ceci doit être corrigé immédiatement, et aucune excuse ne sera acceptée pour les erreurs de cette nature à l'avenir.

"A l'avenir, nous désirons montrés sur la liste de paye, le montant produit et le montant payé pour chaque hank, count, etc, individuellement, et, aussi les styles lorsqu'il s'agit de la weave-room."

Q Alors, vous vous êtes conformé à cela?

R Oui, monsieur.

Q Prétendez-vous que cette lettre-là n'avait aucun porté quant au moulin, chez vous, autrement que de dire que vous faisiez déjà ce que la lettre demande, vous-même?

R Nous le faisions.

Q Prétendez-vous que vous le faisiez avant cette lettre?

R Je le prétends, oui.

Q Alors, c'est une erreur de dire qu'en revisant les calculs, on a pu trouver qu'il y avait une grande différence entre le montant payé, qu'une balance paraissait exister, si on faisait le calcul des hanks et des counts, qu'il y avait une grande différence, c'est une erreur?

R Excepté les cas où il faut qu'il y ait une différencé

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Gariépy

Q Escepté les cas où il faut qu'il y ait une différence entre la production produite et la production payée?

R Absolument.

Q Voulez-vous dire à la Cour quels sont les cas où il faut une différence entre la production produite et la production payée?

R Dans les woolez mules.

Q Voulez-vous dire que c'est un cas exceptionnel?

R C'est un cas normal.

Q Allez-y?

R Il y a neuf machines, comme vous avez entendu dire, dans ce département. Les machines sont sensées être opérées par paires, deux machines.

Alors, le nombre neuf étant un nombre impair, il faut qu'il en reste une. Sur les deux machines, il y a un spinner, un fileur et un aide. Sur celle qui est simple, seulement un fileur. Alors, quand nous venons payer les fileurs, la production payée au fileurs correspond exactement à celle qui est inscrite sur le rapport. Quand nous venons payer les aides, la production des aides étant moins pour celle produite par la machine qui est simple.

Q Si cet exemple est d'application générale, voulez-vous maintenant prendre votre rapport des mules, et me montrer cela. Vous considérez votre exemple comme complet.

R En autant que vous l'avez compris.

Q Pas pour moi, c'est pour le dossier, dans le moment. Ce n'est fait pas moi qui rends jugement. Vous n'avez rien à ajouter?

Q. 11

11

Après les cas où il faut qu'il y ait une
différence entre la production produite et la
production payée?

R. Absolument.

Q. Voulez-vous dire à la Cour que les cas
où il faut une différence entre la production pro-
duite et la production payée?

R. Dans les autres cas.

Q. Voulez-vous dire que c'est un cas normal?

R. Allons-y.

Q. Il y a neuf machines, comme vous avez entendu
dire, dans ce département. Les machines sont en-
gagées à des opérations par paires, deux machines.

Alors, le nombre total étant un nombre impair, il
faut qu'il en reste une. Sur les deux machines,
il y a un épaisseur, un fillet et un autre.

Celle qui est simple, seulement un fillet. Alors,
quand nous venons par les fillets, la production
payée en fillets correspond exactement à celle qui

est inscrite sur le rapport. Quand nous venons
payer les aides, la production des aides étant
moins pour celle produite par le machine qui est
simple.

Q. Si cet exemple est d'application générale,
vous pourriez expliquer comment vous comptez
des aides, et me montrer cela. Les commissaires
sont-ils d'accord avec vous?

R. En attendant que vous l'avez compris.
Les aides sont, c'est tout le dossier, dans le
dossier. Ce n'est tout que les aides.

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R Absolument, c'est le fait tel qu'il existe.

Q. C'est le fait tel qu'il existe. Maintenant, donnez-moi une démonstration complète de cela.

Nous sommes, maintenant, à la page du 11 avril, 1936, Woolen Card spinning, page 116. Il s'agit des fileurs, et la somme s'élève à neuf nules?

R Oui, monsieur.

Q. Continuez?

R Ici, le fileur en question est montré avec deux machines: un et deux. C'est la machine qui est simple. Alors, il y a un fileur séparé sur cette machine-là. Et, la production: 596.

596x

Q 166, qu'est-ce que c'est cela?

R 166 livres, de 4

Et, 598, de 6 et demi?

R En additionnant, cela fait 762 livres

(3780 suit)

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... Absolument, c'est le fait tel qu'il est.
... C'est le fait tel qu'il existe. Maintenant,
... donner-les une description complète de cela.
... nous sommes, maintenant, à la page du II. Voilà.
... les choses, et la chose est à nous, n'est-ce pas?
... (M. BRYDIE.)
...
... Ici, la question est posée et posée avec
... deux machines: un et deux. C'est la machine
... qui est simple. Alors, il y a un fillet séparé
... sur cette machine-là. Et, la production: 500.
...
... 100, en fait, ce que c'est cela?
... 100 livres, de 4
... 100, de 5 et 6
... 100, de 5 et 6 livres

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Q Alors pour ne pas perdre le bénéfice de la démonstration que vous avez commencée. A la page 116, vous prenez entre autres: fiche de paye 1198, Louis Édouard Vézina, et vous dites qu'il est un fileur qui filait seul sur une mule, seulement il a été payé comme aide \$10.20? R \$10.20 c'est pour trente heures.

Q Il est payé comme fileur? R Oui.

Q Et vous constatez qu'il a travaillé sur du fil No4 et du fil No.6 $\frac{1}{2}$, 166 livres de No.4 et 596 livres de No.6 $\frac{1}{2}$, vous additionnez les deux items qui donnent 762 livres, et vous faites remarquer qu'il n'avait pas d'aide, et il s'est trouvé qu'un autre fileur No.8, Édouard Giroux, fiche 1202, était dépareillé, et était fileur sur sa machine, et il a travaillé 50 heures, a gagné \$15.05, il a produit 1443 livres de No.4, 213 livres de 2 $\frac{1}{2}$, c'est à dire qu'à eux deux ils ont produit 2318 livres, dont aucun aide ne doit bénéficier? R Oui, il n'a pas travaillé sur ces machines là.

Q Montrez moi ça ailleurs, avez-vous ça dans vos sommaires, comment s'est arrivé, dans votre pesantur, pour cette paye là. Dans votre rapport de production, est-ce que ça été produit ça ou si ça jamais été produit, est-ce que ce sommaire là a été préparé pour les fins du procès? R Non, on fait ça régulièrement.

Q Ce n'est pas une partie de vos archives, c'est une copie? R C'est une partie des archives.

Q Est-ce la copie textuel d'un document, ou des documents préparés pour des fins de démonstrations?

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3781

(GARREPY)

R C'est un sommaire qu'on fait généralement.

Q C'est le document original? R C'est le sommaire en question, qui a rapport à la lettre produite.

Maintenant, vous m'indiquez page 9 de ce document, vous attirez mon attention sur les "woolen mules".

Continuez votre démonstration? R Vous voyez ici

la production produite est de 24969 livres, payées au fileurs est aussi de 24969, tandis que les aides ont été payés pour 21291 livres. Vous avez d'un côté

3578 livres et de l'autre 3578, il n'y a pas une erreur en quelque part là? R Il y a peut être

une erreur.

Q C'est commode de repasser, ça du bon le checkage?

R Des erreurs s'il n'y en avait pas, personne travaillerait, vous le savez.

PAR MRE HEWARD:

Q C'est une erreur de combien? R Cent livres, et ça peut être en copiant les chiffres.

PAR MRE BEAUREGARD.

Q C'est juste ent pour ça je vous demandais pourquoi vous ne gardiez pas vos originaux, afin que les erreurs puissent être corrigées, quand on regarde on constate qu'il y a une erreur dont quelqu'un a souffert, et que vous vous ne pouvez pas corriger parce que vous n'avez pas les originaux? R Oui, c'est vérifié avant d'être envoyé à Montréal ça.

PAR M. LE COMMISSAIRE: Quelle erreur est-ce que vous avez constaté.

PAR MRE BEAUREGARD: Que les aides-fileurs étaient payés 100 livres de production de moins qu'ils n'en avaient faits, les aides spinners.

3782

(GRIFFY)

Q Dans la paye du 28 mars 1936? R Oui.

Q Autrement dit, l'exemple que vous avez choisi a démontré qu'il y a une erreur de 100 livres au détriment des aides-fileurs? R Je ne peux pas dire que c'est au détriment des fileurs, ça peut être 100 livres de trop sur le rapport.

Q Voici, nous allons mettre les chiffres que vous avez faits dans votre livre, les mettre dans la déposition. Vous le permettez, vous avez trouvé n'est-ce pas à l'état préparé par Monsieur Holidgy, pour la semaine du 11 avril 1936, les fileurs sur ces woolen mules, ont produit 24939 livres n'est-ce pas? R Oui.

Q Et vous avez trouvé que neuf fileurs connus comme fileurs ont été payés pour 24969 livres. Ce n'est pas à leur égard que nous avons trouvé l'erreur? R Non.

Q Nous trouvons que les aide-fileurs, qui devraient avoir la même production n'ont pas la même production mais une production de 21291, c'est une différence de 3678 et vous dites que....

Mtre HEWARD: Le témoin n'a pas dit ça.

Mtre BLAJREGARD:

Q Continuez seul. Vous commencez à me faire peur. Continuez votre explication? R Rien ne prouve que les aides n'ont pas été payés, ça peut être un chiffre dans la production qui est trop élevé de 100 livres, les aides eux ont été payés parce que leurs productions viennent sur les feuilles de rapport.

Q Avez-vous fini l'explication, ça peut être

3783

(GABRIEL)

intelligible avec ce que vous nous avez rapporté
là dessus, mais ça n'éclaire pas grand chose?

R Ça me paraît clair.

Q Je continue mon explication, et je vous demande
de me corriger si je fais erreur. J'étais en train
de vous dire, que bien que les fileurs aient produit
24969 livres et aient été payés pour 24969 livres,
d'après les rapports de Monsieur Holway, il appert
d'après moi, d'après le même rapport, que les fileurs,
que les aide-fileurs ont été payés que pour 21291
livres?

R Les aides, oui.

Q Maint nant, vous demandant pourquoi cette dif-
férence, vous dites que la différence vient de ce
que dans l'espèce Louis Edouard Vézina, opérant la
mule No. 5 n'avait pas de compagnon de mule, alors
il faut le traiter séparément, il n'y a pas d'aide
à ce fileur?

R Non.

Q Par conséquent le chiffre de la production de
Vézina, qui sert du total des fileurs, ne sert pas
au total des aides-fileurs?

R C'est bien ça.

Q Vézina ayant fait, ayant produit 762 livres,
c'est autant qu'il faut créditer, ou plutôt qu'il
faut débiter au compte aide-fileurs?

R Oui.

Q Ensuite, vous trouvez qu'il y a une deuxième per-
sonne que vous appelez, qui se trouve dans la même
situation, Edouard Giroux?

R Oui.

Q Qui, lui pour une raison ou pour une autre
était seul à filer, n'avait pas d'aide-fileur, mais
était fileur, Giroux aurait produit apparemment,
1443 livres plus 213 livres, ce qui avec les 762
livres de Vézina, forme la somme de 2318 livres, il

faut encore débiter ce montant aux aide-fileurs?

R Oui.

Q Ma ntenant, nous n'avons pas encore trouvé le montant de 3678 livres, mais il nous reste un autre cas, celui de Albert Roberge, fiche 1199, qui je crois a travaillé seulement une semaine comme fileur, sans aide-fileur, et il a produit 1219 livres, et 41 livres, qui ajouté au total de 2313, formerait exactement 3578 livres de production, qu'il convient de débiter aux aide-fileurs? R Oui, monsieur.

M. R. HARRIS (Asst. Secrétaire. Je crois qu'il y a erreur, quand le témoin a fait son addition, il s'est trompé, ça donne bien 3678).

MRS. BEAUBIEN:

Q Alors vous vous êtes trompés mais vous nous avez induit en erreur devant la Cour en faisant votre démonstration? R Je suis devant la Cour, ce n'est pas pareil.

Q Vous avez une balance parfait? R Oui.

Q Autrement dit que vous avez aujourd'hui instructions que ça balance, ces montants là?

R Ça balançait avant pareil.

Q Voulez-vous en thèse générale, - l'exemple que vous nous avez donné, pour les males, devrait s'appliquer en thèse générale a tous les cas où il y a une différence entre la production produite et la production rapportée? R Oui, monsieur.

Q Quand nous avons entendu Monsieur Fleming nous dire qu'il arrivait que des ouvriers payés à l'heure faisait le travail des ouvriers payés à la pièce, et que cette différence entre la production produite et la production rapportée, dépendant de ça, il faut la mettre de côté, elle

3785

(GARIEPY)

elle n'est pas exacte? R C'est un cas qui se présente très rarement, mais qui peut se présenter. Q Vous dites que c'est un cas qui ne se présente pas souvent, mais qu'il peut se présenter, que des employés à l'heure fassent le travail des employés à la pièce? R Oui.

Q Qu'est-ce qui arrive dans ce temps là comme correctif? R Il va arriver que..

Q Nous avons compris qu'il ne restait pas d'archives pour le constater, pour vous en informer, M. Fleming a dit ça, qu'il n'y avait aucun rapport écrit? R Il n'y a pas de rapports directement faits pour ça.

Q Comment le savez-vous alors? R Il peut arriver pareil que ..

Q Comment le savez-vous, quand un ouvrier à l'heure a travaillé à la place d'un ouvrier à la pièce, comment le savez-vous dans le bureau?

R Je le sais je m'en aperçois, je peux m'en apercevoir des fois.

Q Il n'y a pas de rapports? R Non.

Q Vous donnez deux réponses là: Je m'en aperçois, et je peux m'en apercevoir, expliquez d'abord:

"je m'en aperçois"? R Si une machine a été en opération pour quelques heures, ou cinq heures, et qu'elle est pas inscrite sur la liste montrant les noms des opérateurs, alors on fait la paye avec cette liste là, quand on vient pour faire le rapport ensuite, on constate qu'une machine a été opérée pendant cinq heures, quatre heures, on demande qu'est-ce que ça veut dire, est-ce un oubli

(PART II)
PAGE

also n'est pas exacte? R. C'est en gros que
ne présente pas l'argument, mais d'un point de vue
Vous dites que c'est la loi qui ne se présente
pas devant, mais d'un point de vue, d'un point
employés à l'heure présente la loi est en vigueur
Il est en vigueur.
Qu'est-ce qui a lieu dans ce cas à l'heure
correcte? R. Il va arriver cela.
Nous avons compris qu'il ne s'agit pas d'un
cette loi ne s'applique, mais vous en avez
M. Hume, a-t-il dit, qu'il n'y a pas de loi
c'est? R. Il n'y a pas de loi en vigueur
telle loi, a-t-il dit.
Comment se fait-il que vous n'avez pas
arriver par là? R. ...
C'est en fait la loi, mais la loi est
l'heure à laquelle il se passe d'un événement à la
place, comment se fait-il que vous n'avez pas
R. Je ne sais pas, mais je pense que je ne sais
c'est la loi.
Il n'y a pas de loi? R. Non.
Vous pouvez dire quelque chose là: je ne sais pas
et la loi n'est pas, elle est en vigueur.
"Je n'en sais rien", a-t-il dit.
C'est en fait la loi, mais la loi est
l'heure, et d'un point de vue, d'un point de vue
l'heure, la loi est en vigueur, elle est en vigueur
vous avez cette loi, mais la loi est en vigueur
le point de vue, la loi est en vigueur, la loi est
cette loi est en vigueur, la loi est en vigueur, la loi est

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on voit le contremaître, on lui demande qu'est-ce qu'il
va veut dire, quand on a pas ça dans la paye, il
nous dit j'ai mis quelqu'un à la journée pour faire
ça.

5 Q C'est le cas où la machine apparaît sur vos
listes, comme ayant produit? R Oui.

Q Et que vous ne la trouvez pas comme appartenant
à aucun employé à la pièce? R Oui.

10 Q Vous informant, vous êtes informé par la réponse
qu'elle a été mise en opération par un employé à
l'heure? R Oui.

Q Mais si la machine apparaît au nom d'un employé
à la pièce comment le savez-vous? R Je le sais
parce que son nom est inscrit sur la liste de paye,
avec le numéro de la machine.

15 Q Là la machine et l'employé apparaissent; mais
est-ce qu'il n'arrive pas qu'un employé à l'heure
travaille assez souvent sur une machine d'un employé
à la pièce? R Quand ça arrive, des fois
c'est quand il nous arrive un cas qu'il faut sortir
de suite, il faut partir une machine pour une commande
20 pressé, l'opérateur a l'habitude de travailler à la
pièce, quand il est chez lui, on prend quelqu'un à
la journée, et on lui fait opérer la machine.

25 Q Quel rapport avez-vous? R On voit que la
machine a été en opération et que personne a été
payée pour.

Q Comment personne a été payé pour? R Personne
a été payé pour à la pièce.

Q C'est vous qui préparez les payes à la pièce?

30 R C'est quand on fait les rapports, après qu'on
a fait la paye.

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3787

(GRIEPPY)

Q Après les rapports, après la paye, vous faites les rapports? R Oui.

Q Expliquez moi ça? R Quand on fait le rapport de production, on le constate, que la machine No.1, a été en opération telle ou telle journée, pendant cinq heures, et quand quand on l'a pas vue sur la liste de paye, comme ayant été payée à la pièce.

Q Faites-vous un travail de vérification spécial pour ça? R Oui, il faut le faire, par téléphone ou autrement, on se met en communication avec le contremaître du département, et on lui demande la raison, il nous dit: c'est quelqu'un que j'ai mis là, un tel que j'ai fait opérer la machine.

Q Combien de temps après avoir préparé la paye faites-vous le reste du rapport? R Une couple de jours.

Q Une couple de jours après vous faites le rapport de production? R Oui.

Q Alors pour faire cette distinction là, vous avez pas d'archives, mais vous vous reposez sur la chance que vous avez, de trouver la différence?

R Oui.

Q Et deuxième sur la mémoire du contremaître?

R Oui, monsieur.

Q Si le contremaître se rappelle pas, s'il vous donne une information inexacte, il en résulte que c'est l'usine qui paye trop ou l'employé qui ne reçoit pas assez? R Le contremaître doit se rapport, à part de ça il ne mériterait pas d'être contremaître.

Après les nouvelles, j'ai vu les
les reporters
Expliquez-moi
part de l'opération, car la machine
No. 1, a été en opération celle de la journée,
pendant ces heures, et pendant lequel on l'a vue
sur la liste de ceux, comme ayant été payés à la
pièce.
Q. Faut-il vous en fournir la vérification spéciale
pour ça? R. Oui, il faut la faire, par
téléphone ou autrement, on se met en communication
avec le contremaître du département, et on lui demande
la raison, il nous dit: c'est qu'il n'y a pas
là, au tel que j'ai fait opérer la machine.
Q. Comment les autres ont-ils pu avoir les pièces
faites-vous la liste de ceux? R. Les autres
de la journée.
Q. Une ou plus de jours après vous faites le rap-
port de production?
R. Oui.
Q. Alors pour faire cette distinction là, vous
avez des d'archives, mais vous ne pouvez pas le
changer que vous avez, de trouver la différence?
R. Oui.
Q. Et parfois sur la machine de contremaître?
R. Oui.
Q. Si le contremaître se rappelle pas, s'il vous
donne une information incorrecte, il en résulte que
c'est l'usine qui paye trop ou l'ouvrier qui ne
reçoit pas assez.
R. La contremaître
doit se reporter à tout ce qu'il ne mentionne pas
d'être contremaître.

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Q C'est pour le cas où il y a plus de production que de paye? R Certainement.

Q Si le contremaître n'a pas de remède, dans le délai où vous lui demandez de vous rendre compte de la différence tant pis pour l'ouvrier?

R Non, d'abord il est payé toujours, et le contremaître doit s'en rappeler.

Q Vous prenez pour acquit que pour un renseignement de cette nature qu'il suffit d'avoir la parole du contremaître, lorsqu'on lui demande, ce qui présume que vous vous devez vous en apercevoir, et que deuxièmement l'autre doit s'en rappeler?

R Nous sommes là pour ça.

Q Vers quel temps de l'année 1934 êtes-vous entré là? R Ca doit être le 14 avril, ou à peu près.

Q Avez-vous constaté que dans les années qui vous ont précédé, qu'il y avait eu des écarts considérables entre la production rapportée et la production payée? R Pendant les années précédentes,

je n'avais aucun rapport, ni de près ni de loin avec la paye, et les rapports du moulin dans ce sens là, je m'en occupais pas, je m'occupais seulement que du coton brut.

Q Quand vous êtes entré au moulin, à l'office, de qui avez-vous appris votre métier, de faire la paye? R J'avais une connaissance

de toutes les choses.

Q Avez-vous remplacé un employé ou prix, ou si vous avez été pris comme un surnuméraire, un commis additionnel, avez-vous remplacé quelqu'un?

R Non, monsieur.

1. C'est pour la cause de la plus grande
des de pays.
2. Si la contrainte n'a pas de nature, dans
le cas de la plus grande de la nature
contre de la plus grande de la nature
3. Mais, d'abord il est de la nature
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3789

(GARIÉPY)

R. Il y avait personne avant vous? R. Non, c'était une fonction nouvelle, créée en 1929.

Q. A ce moment là, le bureau était composé de M. Fleming et de vos aides? R. Oui, depuis 1934.

Q. Combien de nouveaux employés avez-vous pour faire les payes, depuis que vous êtes là vous? R.

R. J'ai le même nombre.

Q. En fait de personnes, ce sont les mêmes personnes.

R. Non, seulement que deux ou trois, c'est à dire,

les deux messieurs Girard, qui sont passés ici cette

semaine, M. Côté, et M. Huot, les autres sont tous des

nouveaux, c'est à dire que les autres sont des jeunes filles, dans ce temps là il y en avait pas.

Q. C'est depuis que vous êtes là que ces personnes ont été engagées? R. Oui.

Q. Vous avez une fonction qui n'existait pas alors?

R. Non.

Q. Les employés du bureau relèvent directement du gérant? R. De leur contremaître.

Q. Et ils étaient dans le département? R. Oui.

Q. Savez-vous qui faisait les rapports dont nous parlons, les rapports de production à ce moment là?

R. En 1930...?

Q. Après votre entrée? R. Les types que je viens de vous mentionner, les deux M.M. Girard,

René Côté, Edouard Thérberge et Joseph Côté qui est décédé, et Odina Beaulieu, décédée elle même, à l'office.

Q. Voulez-vous prendre le rapport de production de novembre 1934. - Vous admettez Monsieur Gariépy n'est-ce pas, que toute différence entre la production

(25-11-54)

Il y avait une certaine ambiance à l'époque.

C'était une réaction nouvelle, créée en 1934.

A ce moment là, la situation était compliquée.

Elle était de ce type là, en 1934.

Un certain nombre de personnes avaient été touchées.

Les choses étaient dans un état de confusion.

Il y avait une certaine ambiance à l'époque.

Il y avait une certaine ambiance à l'époque.

Non, seulement les gens de l'époque, c'est à dire.

Les gens de l'époque, qui sont passés à l'époque.

En fait, c'est à dire, les autres sont tous les

autres, c'est à dire que les autres sont tous les

autres, dans ce sens là il y en avait pas.

C'est de ce type là que vous êtes à l'époque.

Ont été créés à l'époque.

Vous avez une certaine ambiance à l'époque.

Non.

Les choses étaient dans un état de confusion.

Il y avait une certaine ambiance à l'époque.

Et ils étaient dans le département.

Vous avez vu de la situation les choses sont dans

la situation, les choses de l'époque à ce moment là.

En 1934...

Après votre entrée.

Après votre entrée, les choses de l'époque.

Après votre entrée, les choses de l'époque.

Après votre entrée, les choses de l'époque.

Après votre entrée, les choses de l'époque.

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Après votre entrée, les choses de l'époque.

3790

(GRIFFY)

produite et la production payée, si elle n'est pas expliquée de la façon que vous venez de dire, si elle n'est pas expliquée, pourquoi l'ouvrage n'a pas été fait par l'ouvrier, si elle n'est pas expliqué parce que l'ouvrage n'a pas été fait par l'ouvrier, serait une soustraction de ce qui revient à l'ouvrier? R Si la chose arrivait, mais la chose ne peut pas arriver.

Et vous n'avez pas d'autres explications à offrir que celle là, savoir: que la différence entre la production produite et la production payée aux ouvriers à la pièce, serait de l'ouvrage exécuté par d'autres personnes? R Oui, payées à l'heure.

Par d'autres personnes payées à l'heure? R Oui.

C'est la seule explication que vous pouvez nous donner? R Oui, il ne peut pas y en avoir d'autres.

Il ne peut pas y en avoir d'autres? R Oui.

PAR M. LE COMMISSAIRE: Il y a des cas, qui ne sont pas bien nombreux, où la paye est plus considérable que la production?

PAR M. TRE BEAUREGARD.

On connaît qu'il y a des cas où la paye payée à l'ouvrier est plus élevée que la production, quelle est l'explication dans ce cas là? R L'explication est une erreur qui peut s'être produite en faisant la paye, et quand nous faisons les rapports, après la paye, on est obligé de la trouver, il est trop tard de faire le changement sur les listes de payes, parce qu'elles sont additionnées, il y a pas d'autre alternative que de prendre une note et à la paye suivante réparer l'erreur.

(1911) 3750

proposée et la commission n'est pas
expliquée de la façon que vous venez de dire, et
elle n'est pas expliquée, pourquoi l'ouvrage n'a
pas été fait par l'éditeur, et elle n'est pas expliquée
parce que l'œuvre n'a pas été faite par l'éditeur.
serait une constatation de ce qui revient à l'ou-
vrage? N. Il est chose relative, mais la chose ne
peut pas être.
Et vous n'avez pas d'autres explications à offrir
que celle là, savoir: que la commission n'est pas
proposée par l'éditeur et la commission n'est pas
à la place, serait ce l'ouvrage exécuté par d'autres
personnes?
Par d'autres personnes, c'est à l'éditeur.
C'est la commission n'est pas faite par l'éditeur.
Non, c'est la commission, il ne peut pas y en
avoir d'autres.
Il ne peut pas y en avoir d'autres, R. Oui.
Par M. le commissaire: Il y a des cas, dit-
vous pas bien nombreux, où la commission est relative-
ment due la commission?
Par M. le commissaire.
On connaît qu'il y a des cas où la commission
l'éditeur est d'un élève que la commission, mais
est l'explication dans ce cas là? R. L'explication
est une œuvre qui peut être faite par l'éditeur
la page, et quand nous faisons les rapports, nous
la page, et est relative de la façon, il est tout fait
de faire la commission sur les listes de pages, et-
de elles sont additionnées, il y a une d'entre elles
native que de prendre une note et à la page suivante
reprendre l'ouvrage.

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3791

(GARIOFY)

Q Ce qui est sur c'est que quand il arrive que l'ouvrier a reçu plus que la production, il y a diminution dans sa paye, à la paye suivante?

R Oui, monsieur.

Q Seulement quand l'ouvrier a reçu moins que la production, il n'y a pas de corrective? Oui, le même fait se produit, on lui redonne ce qui lui manquait à la paye suivante.

Q Comment pouvez-vous constater ce qui manquait à un ouvrier, s'il ne vient pas se plaindre?

R Non, j'ai un cas actuellement...

Q Racontez nous ça, comment vous êtes amené à le corriger? R Mettons quelqu'un qui est payé par les hanks, si dans la liste de paye 10 ouvriers, on a un ouvrier, on a oublié 10 hanks, quand on fait rapport, on voit que ça balance pas de 10 hanks, il faut trouver où est l'erreur, et on constate que mademoiselle une telle ou monsieur un tel a été payé en moins pour 10 hanks, on conserve une note, on fait le rapport, on arrive, on enlève les 10 hanks sur le rapport aussi, on les ajoute à la paye suivante, à celle ou celui à qui ils manquaient.

Q Comment constatez-vous que c'est à telle ou telle personne que ces 10 hanks manquaient? R Si en faisant nos rapports, comprenez-vous, on trouve une erreur de 10 hanks.

Q Vous faisiez des rapports; avant vous on faisait des rapports où il y avait des écarts jusqu'à 25%?

R Pas aujourd'hui.

Q Depuis quel temps, que ça balance, ou à peu près quand n'y a-t-il pas des erreurs? R Je sais pas.

to the fact that the only person who
has been able to do this is the
one who has been able to do this.

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Q Vous dites que quand il y a une différence
ça s'explique, vous vous dites que c'est un
ouvrier à l'heure qui a travaillé à la pièce,
ou un ouvrier à la pièce qui a travaillé à l'heure,
comment constatez-vous qu'un ouvrier n'a pas été
5 payé? R C'est pas pareil du tout.

Q Contez moi ça, si c'est pas pareil? R Les
banks sont inscrits.

Q Sur quoi ça? R Sur les feuilles des
banks.

Q Sur le rapport du messager? R Oui, alors si
quelqu'un, par exemple marque 75 ou additionne 75
à la place de 85, en faisant la paye, quand nous
faisons le rapport, je peux pas faire la même er-
reur deux fois, on trouve l'erreur, on a pas besoin
15 de savoir, de s'informer à qui appartient, il est
marqué là, on s'en aperçoit à qui il appartient.

Q La vérification repose sur l'impossibilité
qu'il y a pour vous de se tromper deux fois de
la même façon, ça c'est la limite de sûreté des
ouvriers, quant à sa paye, c'est que vous ne vous
trompiez pas deux semaines de suite sur le même
homme, vous avez 1700 employés, ça prend 1700 se-
maines, avant que l'erreur se répète? R Il
20 y a pas beaucoup d'erreurs.

Q Savez-vous que comme limite de sûreté ce
n'est pas beaucoup pour l'ouvrier? R Il y en
a pas ils sont très rares.

Q Parce que vous êtes chanceux? R Parce
qu'on fait la vérification de tous les chiffres.

Q Vous faites la vérification de tous les chif-
fres? R Oui.

(1881)

1881

1. Vous avez vu dans le journal de la semaine dernière, à la page 10, l'article intitulé "Les nouvelles de la région".
2. Les nouvelles de la région sont très intéressantes. Elles nous donnent une idée de la situation actuelle.
3. Les nouvelles de la région sont très intéressantes. Elles nous donnent une idée de la situation actuelle.
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20. Les nouvelles de la région sont très intéressantes. Elles nous donnent une idée de la situation actuelle.

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Q Vous dites que la même erreur se répètera pas?

R Oui, c'est sur.

Q Vous avez des assistants comptables, c'est eux qui les font, qui sont venus dire ici, vous étiez à la Cour, qui leur est arrivé que des erreurs, arrivaient, qui leur sautaient à la figure, qui étaient trop considérables, parce que ils n'étaient pas obligés de changer les chiffres des messagers?

R Ils sont obligés.

Q Ils se sont trompés? R Je peux pas dire qu'ils se sont trompés, ça dépend dans quel sens il peut avoir saisi la question.

Q Vous la saisissez vous? R Oui.

Q Est-ce que ça a l'air d'une question qui dépasse l'entendement ou l'intelligence d'un comptable?

R Tout est vérifié deux ou trois fois.

Q J'ai entendu dire dans la suite, que le rapport du messenger n'était pas vérifier, croyez-vous que c'est vrai?

R Non.

Q Ça vous fait rire? R C'est faux, il faut que ça soit vérifié.

Q Vous avez de vos assistant, un de vos assistants qui a dit que c'était pas vérifié, mais qui lui arrivait que l'erreur était tellement forte, qu'il s'en apercevait et qu'il la corrigeait.

Ca vous surprend? R Ça ne surprend qu'il ait dit ça.

Q Qu'il ne la vérifiait pas, que c'était pas sa fonction? R Ce n'était pas sa fonction de la vérifier? R C'est la fonction de chaque commis dans la section, qui lui est attribuée,

3794

(GARIEPY)

de vérifier les chiffres avant de le passer sur le pay role.

Q Est-ce que vous ne faites pas erreur, il y a plusieurs commis qui se sont accordés à dire que leurs fonctions consistaient à refaire les totaux des rapports des messages, mais non à savoir si le messenger avait entre en détail le nombre exact des hanks?

R Ils sont obligés de la savoir par le fait même.

PAR M. LE COMMISSAIRE: Je crois que c'est M. Huot.

M. TRE BEAUREGARD: La jeune fille aussi.

Q Si vous avez été ici tout le temps, vous avez appris, ce ne sont pas des informations que je vous donne, vous avez un de vos assistants qui a dit qu'il avait pas à corriger les rapports du messagers?

R En général ils doivent le faire.

Q A première vue que ça lui avait paru tellement violent que ça avait pas de sens, qu'il les avait corrigés, mais que ce n'était pas dans sa fonction de changer les erreurs, ce que vous appelez contrôle, comme vous l'avez décrit, il existe pas ailleurs que dans l'attention que le messenger peut apporter à poser ses chiffres? R Je me rappelle du témoin en question, ce qu'il a oublié de vous dire dans le temps, c'est qu'il était obligé de soustraire l'arrêt du cadran d'avec le départ, pour vérifier, si l'addition des hanks avait été bien rapportée jour par jour.

PAR M. LE COMMISSAIRE.

Q Il la fait cette opération là?

R Il le fait, il peut pas faire autrement que de frapper un erreur s'il y en a une.

3794 (LOCALITY)

se vérifier les chiffres avant de les passer sur la
page 10.
4 Les chiffres des cartes ne sont pas corrects, il y a
plusieurs erreurs que se sont aperçues à dire des cartes
finites, mais non à savoir si le message
avait été en effet le même exact des cartes ?
R Les cartes ont été de la sorte par le fait même.
PAR M. M. C. Les cartes ont été de la sorte par le fait même.
M. M. C. Les cartes ont été de la sorte par le fait même.
4 Si vous avez été ici tout le temps, vous avez
surtout, ce ne sont pas des informations que je vous
donne, vous avez en vos connaissances que si il
avait été à corriger les cartes en message ?
R En général ils donnent la carte.
4 A première vue, les cartes sont fausses
alors, car si il est de vous, qu'il les avait
corrigées, mais que ce n'était pas dans les cartes
de changer les cartes, ce qui est une erreur
comme vous l'avez dit, il existe une erreur
les cartes l'attention que le message peut apporter
à poster les cartes ? R Je ne pense pas que
en passant, ce qu'il a écrit de vous dans
le temps, c'est qu'il était en contact avec
l'arrêt du centre d'avec le centre, pour vérifier
si l'attention des cartes avait été bien rapportée pour
par jour.
PAR M. M. C. Les cartes ont été de la sorte par le fait même.
R Les cartes ont été de la sorte par le fait même.
R Les cartes ont été de la sorte par le fait même.
R Les cartes ont été de la sorte par le fait même.

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PAR M^{RE} BEAUREGARD:

Q Vous dites qu'il ne peut pas faire autrement, de s'apercevoir si aucune des entrées précédentes est mauvaise? R Absolument.

5 Q Où faut-il corriger? R Il faut chercher l'erreur, il faut la trouver, si le messenger par distraction dit 15 et 7 font 21, il y a une erreur.

Q Si par distraction il a mis 13 au lieu de 15 ?

R Il faut qu'il la trouve.

10 L'addition du cadran va lui indiquer l'erreur?

R L'arrêt et le départ.

Q L'arrêt et le départ? R Oui.

15 Si une personne a travaillé sur la machine, dans la première semaine et une autre dans la deuxième semaine, quand il s'agit de se tromper de deux, on dit ça pas de bon sens, mais c'est un deux dans quinze jours? R Oui, mais il y a sur une journée quelconque, si la machine, sur la feuille ici, on nous montre la machine, une machine qui fait 8 hanks par jour, une journée six, on constate qu'elle est pas comme les autres jours, c'est là qu'est l'erreur.

20 Si dans une feuille de messenger, vous constatez une journée qqd'il n'y a pas une production équivalente aux autres journées, vous mettez l'erreur à cet endroit là? R Il n'y a pas d'autre place, dans n'importe quel genre d'ouvrage, c'est le jugement qui parle, ce sont des cas qui arrivent assez rarement, ça peut arriver, quand on va avoir un messenger nouveau en fonction, avant d'avoir un peu d'expérience, avant d'être initié, mais
25 c'est très rare.

(2791)

1227-1228
Voyage de la Commission d'enquête sur la situation de la pêche en 1927-1928
Rapport de la Commission d'enquête sur la situation de la pêche en 1927-1928
1. La Commission d'enquête sur la situation de la pêche a été constituée le 1er mars 1927.
2. Elle a pour but d'enquêter sur la situation de la pêche et de faire rapport au Parlement.
3. Elle a été constituée par le Parlement.
4. Elle a pour but d'enquêter sur la situation de la pêche et de faire rapport au Parlement.
5. Elle a été constituée par le Parlement.
6. Elle a pour but d'enquêter sur la situation de la pêche et de faire rapport au Parlement.
7. Elle a été constituée par le Parlement.
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13. Elle a été constituée par le Parlement.
14. Elle a pour but d'enquêter sur la situation de la pêche et de faire rapport au Parlement.
15. Elle a été constituée par le Parlement.
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17. Elle a été constituée par le Parlement.
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31. Elle a été constituée par le Parlement.
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33. Elle a été constituée par le Parlement.
34. Elle a pour but d'enquêter sur la situation de la pêche et de faire rapport au Parlement.
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48. Elle a pour but d'enquêter sur la situation de la pêche et de faire rapport au Parlement.
49. Elle a été constituée par le Parlement.
50. Elle a pour but d'enquêter sur la situation de la pêche et de faire rapport au Parlement.

3796

(GARRIEPY)

Q Alors, quand il y a une différence entre la production rapportée et la production payée, ça dépend exactement de ce que vous venez de nous dire? R Oui.

5

Q Vous n'avez rien à ajouter comme explication?

R Non.

Q Ça paraît complet? R Oui.

Et vous croyez n'avoir pas d'autres explications à donner devant cette Cour, vous croyez n'avoir rien autre à ajouter? R Absolument pas,

10

il ne peut pas y avoir d'autre chose.

Q Les conversations que vous avez eues avec vos patrons depuis une semaine ne vousont pas éclairées?

R A ce sujet là, c'est moi qui les a éclairés.

15

Q C'est vous qui les avez éclairés? R Oui, pour la plupart.

Q C'est vous qui les avez fixés là dessus?

R Oui, monsieur.

Q Ils ne sont pas pour revenir derrière vous et trouver une autre explication? R Non.

20

Q On est rendu à la base? R Oui, monsieur.

Q Maintenant, voulez-vous comme fin d'ouvrage, nous allons prendre par exemple.... Voulez-vous me rapporter à la page du, à la paye du 27 octobre 1934? R Oui, monsieur.

25

Q Vous vous occupez des doffers? R Dans quelle section?

Q Cotton Cards? R De jour ou de nuit?

Q La nuit. Tachez que ça soit plus clair que la nuit.

Nous allons voir ce que nous constatons au rapport sommaire. Il s'agit de la paye du

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1870

1. The first of these is the fact that the
British Navy has been for many years
the most powerful in the world.

2. The second is the fact that the

British Navy has been for many years

the most powerful in the world.

3. The third is the fact that the

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the most powerful in the world.

9. The ninth is the fact that the

British Navy has been for many years

the most powerful in the world.

10. The tenth is the fact that the

British Navy has been for many years

the most powerful in the world.

11. The eleventh is the fact that the

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3797

(GARRITY)

27 octobre 1934, nous sommes dans la colonne "card" ouvrage de nuit, et nous constatons que les doffers, page 6, on fait un total de 1151 heures, ils ont touché un total de \$113.00, soit 7.79 pour 55 heures de travail, nous constatons que la production rapportée est de 470322 livres, et que la production payée est de 338813 livres, c'est un écart de 27.96%, entre la production payée et la production rapportée. Voulez-vous prendre la paye de ces doffers, et nous montrer comment s'explique cet écart là, sous votre régime?

R Cet écart là s'explique par le fait que le cotton card, c'est deux départements, un le Montmorency sous les ordres de M. Stephen Houde, et l'autre le Riverside, sous les ordres de Alfred Boucher, et dans le Montmorency, nous avons les slubbers, auxquelles les doffers ne travaillent pas, et on ne paye pas pour cette production aux doffeurs.

Q Ca s'explique parce qu'il y a un département sous les ordres de Boucher, et un sous les ordres de Houde? R Oui.

Q Cependant dans un département ça ne va pas comme dans l'autre département? R Non.

Q Ou est-ce que c'est régulier et ou est-ce que c'est irrégulier? R Dans le Montmorency sous

les ordres de M. Houde, la production des slubbers ne sert pas à payer les doffers.

Dans le département de Monsieur Houde la production des slubbers ne sert pas à payer les doffers? R Non.

Q Et dans l'autre département?

R Toute la production sert à payer les doffers.

Q Sur quoi sont payés les doffers dans le département de M. Houde? R Sur la production des intermediates et les spindles.

5 Q Est-ce que les slubbers aident les doffers?

R Ce sont des machines de 70 brains, ça prend trois ou quatre minutes à doffer la machine, ça faut pas la peine de faire venir une équipe de huit ou dix hommes.

10 Q Faites-moi votre démonstration en chiffres, pour les doffers, ça c'est une explication verbale que vous nous donnez? R Vous faire ça en chiffres, il faudrait aller, il faudrait que j'aie la production séparée des slubbers de Montmorency, je les ai pas.

15 Q Pourquoi? R Elle est pas là.

20 Q Vous n'avez pas ici la production des slubbers de Montmorency? R Pas sur ce rapport là, avant de faire ces rapports qui vont à Montréal, nous prenons un brouillon de rapport, sur le brouillon chaque département a individuellement la production produite, ensuite la machine, ensemble, pas sur rien qu'un rapport, c'est un brouillon là qu'on fait, les chiffres viennent sur les feuilles.

25 Q Vous ne les avez pas avec vous, les avez-vous au moulin? R Je ne peux pas vous le faire, mais je pourrais vous le faire la journée que vous voudrez.

Q Voudrez-vous me faire ce travail là?

30 R Pour payer ce genre d'individus là il faut prendre la production des machines sur lesquelles ils ont travaillé.

3799

(GRIEPPY)

Q Pourquoi donnez-vous ce nom là, "individus"?

R C'est une expression.

Q J'appelle ça des doffers? R C'est une expression, pardonnez.

5 Q D'abord pour ce qui est des doffers, c'est votre explication? R Oui, je vous donnerai plus de détails, quand vous voudrez.

Q Quitte à la soutenir par des chiffres?

R Oui, monsieur.

10 Q Quant à ces "individus"? R Oui, monsieur.

Q Prenez les "ring weft spinners" à la même date. D'abord je veux vous faire constater qu'à la paye du 27 octobre 1934, il apparaît que les ring weft spinners, ont travaillé un total de 654 heures, reçu un total d'argent de \$184.25, soit \$14.82
15 pour 55 heures, et que la production rapportée est de 2278 livres, n'est-ce pas? R 2278 hanks.

Q Et que la production payée est de 2459 hanks, soit une production inférieure payée de 8.18%. Voulez-vous avec l'aide des détails contenus à la
20 liste de paye, à cette même date nous expliquer cette variante? R J'aimerais mieux voir avant, si à la paye suivante l'erreur a pas été renversée par exemple.

Q Pourquoi appelez-vous ça une erreur, on ne
25 présume pas les erreurs? R C'est un cas que je ne peux pas expliquer autrement, que ça, que celui là, il n'y a pas de raison pour la nuit, en aucune manière. Je sais pas si ça peut arriver.

Q Vous êtes moins sûr. Vous étiez d'abord sûr
30 que c'était une erreur, là vous l'êtes moins,

FORMERLY KNOWN AS "THE BELL" , IS NOW BEING USED AS A

• 70 •

ALL INFORMATION CONTAINED HEREIN IS UNCLASSIFIED

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si ce n'est pas une erreur, démontrez-moi de quoi
ça vient? R Vous savez, il se présente des
cas accidentels qui sont arrivés depuis deux ans,
je ne me rappelle pas.

5 Q C'est sous votre régime ça? R C'est très
difficile de se rappeler de tout ces cas là.

Q A l'aide de votre liste de paye? R Je ne
suis pas capable de vous donner de renseignements
là dessus.

10 Q D'après la liste de paye combien ont-ils fait
ces ring weft spinners? R Pour le savoir il
faudrait faire l'addition de ça.

Q Allez-y, ne vous gênez pas, mais ne nous faites
pas d'erreur. Avant que vous poursuiviez ce calcul,
vous le ferez le calcul et vous nous le donnerez?

15 R Très Bien.

Q Maintenant, regardez, vous avez la semaine d'a-
vant, la paye du 13 octobre 1934, il s'agit de l'ouvrage
de jour cette fois là, ce sont les weft spinners
de jour, il appartenait que le total a été de
20 1485 de production, des gages \$385.05, ce qui a
valu une moyenne de \$14.14 de moyenne de salaire,
pour 55 heures, production de hanks 6112, hanks
payes 5934, et d'après l'extension 2.91% de moins
de payé que de rapporté. Est-il possible que dans
cette semaine du 13 octobre il y ait eu une erreur
25 de 2.91% et à l'autre paye une erreur de 8% comme
ça, pour celle-ci du 13 octobre 1934. Qu'est-ce
que vous avez à nous dire? R C'est du temps
à l'heure.

30 Q Vous dites ça, sans référer, à rien, de mé-
moire? R On a tout ça là.

• 3555 •

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Q Les ouvriers, s'ils allaient vous voir pour savoir comment ça se fait, qu'ils n'ont pas reçu une paye correspondante à la production, recevrait cette même réponse, que dans mon opinion, ça fait deux ans, que ça doit être du travail à l'heure?

5 R Ils viennent jamais nous voir après un an ou deux.

Q Vont-ils vous voir des fois? R Oui.

Q Qu'est-ce qui arrive? R On a toujours les rapports pour trois ou quatre mois en arrière, on fait une vérification, quelquefois je traite avec le contremaître, quelquefois directement avec eux.

Q Est-ce que plusieurs vont vous trouver généralement à l'office? R Non, ils se rapportent à leurs contremaître, qui me la transmet.

15 Q Je parle des plaintes d'ouvriers à vous, faites au bureau? R Non, jamais.

Q Ça se fait pas? R Des fois, oui, pour la production c'est arrivé quelquefois quelqu'un qui me connaît, me demande; voulez-vous regarder s'il y a pas une erreur, des fois sur la rue.

20 Q Pas au bureau? R Non, on prend les chiffres, et on va les trouver.

Q Vous ne lui dites pas les mains sur le front, pour moi t'a pas du travailler tout ce temps là?

R Non, on peut pas faire ça.

25 Q Vous venez de le faire sous serment, vous êtes moins gêné-sous serment que quand vous parlez à l'ouvrier, que vous rencontrez sur la rue?

R Je suis convaincu que dans mon expérience, que quelque chose de même ne peut pas arriver, autrement que par ce fait là.

3802

(GARRITY)

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Q On va accepter, comme explication, que d'après votre expérience depuis que vous êtes là, se basant à votre mémoire, comme archive, que l'erreur s'il y en a une ça s'explique parce qu'il y a du travail à l'heure? R Il n'y a pas d'autres raisons.

10

Q Il y a pas d'autres moyens dans les archives de la compagnie que votre mémoire de un ou deux ans? R Oui.

Q Savez-vous que ce sont des erreurs préjudiciables à la compagnie? R Si nous avions prévu que nous aurions une enquête, nous aurions gardé ces documents, on a pas prévu qu'on aurait une enquête.

15

Q Vous avez pas pensé à ça? R On se souvient bien, mais en avant on ne peut pas tout prévoir.

20

Q Voulez-vous s'il vous plaît pour la même paye, voir s'il n'y aurait pas une autre petite erreur, ça s'appliquerait aux "ring warp and hosiery spinners" les malchanceux, les avez-vous là. Il s'agit de l'ouvrier de nuit. D'après le sommaire à la page 6, les spinners, paye au 27 octobre 1934, les ring warp and hosiery spinners ont un total de 2490, un total de salaire de \$566.38, une moyenne de payer pour 55 heures de \$12.51, un total de production rapporté de 958, dites-moi ce que c'est? R Des hanks.

25

Q Parce que c'est marqué des heures en haut, ce sont des hanks? R Oui.

Q Et un total payé de 9400? R Oui.

30

Q C'est une différence de 2.06% de payés en

On va constater, comme on l'a vu, que les
résultats de l'examen de la situation financière
sont satisfaisants, comme on le voit par les
chiffres qui sont en annexe. Il y a eu une
amélioration de la situation financière de la
compagnie, ce qui est dû à la réduction des
coûts de production, à la réduction des
coûts de distribution, à la réduction des
coûts de vente, à la réduction des
coûts de gestion, à la réduction des
coûts de financement, à la réduction des
coûts de recherche et développement, à la
réduction des coûts de production, à la
réduction des coûts de distribution, à la
réduction des coûts de vente, à la
réduction des coûts de gestion, à la
réduction des coûts de financement, à la
réduction des coûts de recherche et développement,

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3803

(GARIETY)

moins que rapportée. Comment expliquez-vous cette différence? R Je ne peux pas donner d'autres explications que les précédentes.

Q Moi j'en ai assez? R Parce qu'il y a pas de raison d'avoir de différence.

Q Et d'après vous, c'est vous qui êtes le plus clair dans toute la compagnie pour expliquer ça, ce que vous avez dit, ce sont des éclaircissements, que vous avez déjà informé à vos patrons, et personne derrière vous ne va faire mieux que ça?

R Je ne crois pas.

Q Vous constatez n'est-ce pas en prenant ce sommaire, qu'il y a des erreurs très fréquentes de cette nature, vous constatez n'est-ce pas qu'ordinairement la grande majorité, c'est de la production payée en moins? R Oui.

Q Que de fois que la production est payée en plus?

R Oui.

PAR M. LE COMMISSAIRE: Est-ce qu'il y a moins d'erreurs maintenant qu'autrefois, je voudrais connaître la tendance.

PAR M. TRE BEAUREGARD.

Avez-vous examiné les années qui vous ont précédé, et êtes-vous en état de nous dire s'il y a moins d'erreurs qu'il y en a déjà eues?

R Je suis en état de vous dire qu'il y a que les cas qui sont normaux.

Q C'est à dire qu'il faut se tromper.... R Que les cas que j'ai cités tantôt pour les males, ou les creelers, les twisters, ou les aides.

Q Pour ne pas parler des ring weft et des autres?

R Aujourd'hui vous devez pas trouver ça.

Q En quoi votre système diffère-t-il aujourd'hui

que dans ce temps là où arrivait ces petites er-

5 reurs de 25%, qui se produisaient? R L'amélio-
ration qu'on apporte tous les jours, ce ne sont
pas des erreurs, ce sont des cas normaux.

Q Vous approchez plus de la vérité maintenant,
c'est à dire qu'il y a moins de différences et que
ça balance? R Le système est meilleur.

10 Q En quoi votre système diffère-t-il, est-ce
parce que vous mettez plus de soin à faire vos chif-
fres, ou si la méthode est différente? R Je crois
qu'aujourd'hui c'est mieux groupé tout ensemble,
pour faire l'ouvrage, l'ouvrage étant partagé égale-
ment on a plus de temps pour faire la vérification
15 qu'autrefois.

Q Autrement dit, tous les commis peuvent s'en-
traider? R Absolument.

Q Et ça diminue les chances d'erreurs? R Justement.

20 Q Cette partie là? R Oui.

Q Il y a plus de coopération dans le groupe d'em-
ployés chargés de faire ce travail là? R Oui,
ça donne l'avantage de faire des vérifications.

25 Q Vous n'attribuez pas ça à une méthode diffé-
rente de travail, autre que celle là? R Non.

Q Le système comme système est le même?

R A peu près.

30 Q Mais le travail se fait avec plus de coopération
qu'avant? R On y porte plus d'attention
et de soin.

Q Il y a moins de différence? R Moins de dif-
férence.

Q Y a-t-il encore beaucoup de machines dans le moulin qui n'ont pas d'appareil pour mesurer le travail et est-ce qu'il y a encore des machines à laquelle on travaille à la pièce? R Oui.

5 Q Combien y a-t-il de machines qui travaillent à la pièce et qui n'ont pas d'appareils enregistreurs? R Les métiers.

Q Les métiers à tisser? R Oui.

10 Q Il y a pas d'autres machines que les métiers à tisser? R Il y en a d'autres qui n'ont pas d'appareils, mais auxquelles on ne peut pas en adapter.

15 Q Ce sont des machines sur lesquelles l'ouvrage n'est pas payé à la pièce? R Au 100 livres, la production qu'on fait chaque jour est inscrite sur la feuille de production.

20 Q C'est à dire, ou bien c'est un enregistreur automatique, ou bien on pèse le matériel, le matériel est pesé dans la production du fil, c'est à ça que vous voulez référer? R Oui, absolument.

Q Ou bien c'est pour le tissu, au moment de sa fabrication, on le mesure à la cut, c'est ça?

R Il est pesé par un de mes commis.

25 Q Vous parlez du tissu? R Oui, les rouleaux sont pesés par un de mes commis qui inscrit sur une feuille spécialement à cette fin, la pesantur du rouleau, la sorte de coton, le numéro du métier, qui va nous indiquer à qui il appartient, à qui appartient cette pesantur, cette pesantur étant additionnée et réduite en verge, pour l'avérage de verges par livre, ce produit là

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...tomáticas, ou bien on passe la matière, la matière...

3807 (GRIFFY)

est divisé par 120 verges qui égale une cut.

Q Et on donne tant la cut? R Oui.

Q Et ce prix là le prix de tant de cuts produites, par un moulin, est divisé entre les divers employés qui ont travaillé sur ce moulin, suivant le nombre d'heures données au travail? R Oui, généralement c'est un employé de jour et un de nuit.

Q Alors la production totale du moulin, sur lequel travail un ouvrier de jour et de nuit est divisée entre eux selon la durée du temps qu'ils ont travaillé? R Oui.

Q Sans égard à la capacité de production de l'un ou de l'autre? R Ça nous regarde pas.

Q C'est la façon de procéder? R La capacité d'un homme on la connaît pas.

Q La capacité d'un homme vous la connaissez pas, et la proportion de la paye, vous ne vous en souciez pas, ça n'entre pas en cause? R Non, on fait la paye sur les rapports qu'on a.

Q Comme pour les doffers, l'ensemble de leur travail forme un tout auquel on attribue une somme, qui est divisée entre eux, par unité, en tenant compte des heures de chaque unité? R Oui, monsieur.

Q Ça s'applique aux doffers et à d'autres. Voulez-vous me dire quelle catégorie est payée en groupes comme ça parmi les ouvriers supposés payés à la pièce, supposé payé en groupe?

R Il y a un autre département auquel il a été fait mention souvent, c'est le cotton room card, le 5ième étage, là où est manufacturé la couleur

(1911)

est divisé par les verges de la loi.

Et on comme tant la loi?

Et ce qui est la loi de tant de lois.

Par un motif, est divisé entre les divers employés.

On ont travaillé sur ce motif, suivant la loi.

D'autres sont en travail? Oui, généralement.

C'est un employé de la loi.

Alors la loi est faite de motifs, par la loi.

travail en travail de la loi est divisé.

car les lois de la loi sont divisées.

Et on.

La loi est à la loi de la loi.

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3808

(GRIFFY)

on est obligé de prendre ce procédé là, parce
qu'il est très difficile d'établir un taux fixe dans
ce département là, parce que la couleur, il peut
y avoir deux ou trois jours la même couleur sur
une machine, des fois deux jours, des fois on
la change deux ou trois fois par jour, la couleur
est différente, il est difficile par rapport aux
teintures qui entre dedans, il faut absolument
les payer en groupe, c'est un système qui a paru
toujours donné satisfaction.

Q. En revenant à votre production moindre payée que
rapportée, nous avons trouvé encore deux cas,
l'un où vous dites qu'un groupe d'ouvriers n'avaient
pas contribué à telle production, et qu'une quantité
de cette production devait être déduite?

R. Oui, monsieur.

Q. Vous avez suggéré avec Monsieur Fleming ce
cas là?

R. Oui.

Q. Un autre cas est arrivé, qu'il arrive que
des employés à l'heure, payés à l'heure travaillent
sur des machines et sont payés à la pièce. Acceptez-
vous cette théorie.

R. ...

Q. Vous avez dit que vous vous en aperceviez à
tout coup, qu'un employé à l'heure avait tra-
vaillé sur une machine?

R. Oui.

Q. L'explication de Monsieur Fleming ne nous
en dit pas beaucoup, vous vous en apercevez vous,
et vous la corrigez, et son explication disparaît?

R. Oui, monsieur.

1. Organizational Structure
 2. Organizational Design
 3. Organizational Culture
 4. Organizational Behavior
 5. Organizational Development
 6. Organizational Change
 7. Organizational Learning
 8. Organizational Innovation
 9. Organizational Research
 10. Organizational Theory
 11. Organizational Systems
 12. Organizational Processes
 13. Organizational Management
 14. Organizational Planning
 15. Organizational Control
 16. Organizational Communication
 17. Organizational Leadership
 18. Organizational Ethics
 19. Organizational Law
 20. Organizational Economics
 21. Organizational Sociology
 22. Organizational Psychology
 23. Organizational History
 24. Organizational Future
 25. Organizational Impact
 26. Organizational Role
 27. Organizational Status
 28. Organizational Identity
 29. Organizational Reputation
 30. Organizational Image
 31. Organizational Brand
 32. Organizational Mission
 33. Organizational Vision
 34. Organizational Values
 35. Organizational Beliefs
 36. Organizational Attitudes
 37. Organizational Intent
 38. Organizational Purpose
 39. Organizational Goal
 40. Organizational Strategy
 41. Organizational Policy
 42. Organizational Procedure
 43. Organizational Practice
 44. Organizational Habit
 45. Organizational Tradition
 46. Organizational Custom
 47. Organizational Ritual
 48. Organizational Ceremony
 49. Organizational Symbol
 50. Organizational Sign
 51. Organizational Mark
 52. Organizational Trace
 53. Organizational Footprint
 54. Organizational Shadow
 55. Organizational Echo
 56. Organizational Resonance
 57. Organizational Vibration
 58. Organizational Frequency
 59. Organizational Wavelength
 60. Organizational Amplitude
 61. Organizational Phase
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 226. Organizational Tempo
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 228. Organizational Note
 229. Organizational Chord

le cette protection devant être absolue.

... ..

[illegible]

3809

(GARIFFY)

Q La différence s'explique par le fait que des
employés à l'heure travaillent sur des machines
d'employés à la pièce, vous dites que vous en
tenez compte, et que l'erreur ne peut pas venir
de là? R Non.

Q La différence ne peut pas venir de ça?

R La différence reste quand même.

Q Elle ne vient pas de la parce que vous vous
en apercevez et que vous la corrigez? R Non,
on laisse faire, il y a rien à corriger l'homme a
été payé à la journée.

Q Maintenant il y a le cas où vous consultez
le contremaître pour savoir quelle est l'explica-
tion de la différence, c'est un autre cas?

R Il faut le savoir, il nous faut l'explication
de ça.

Q Vous la demandez, et vous vous reposez sur le
contremaître pour donner l'explication, vous prenez
sa réponse sans référer à l'ouvrier intéressé?

R Il y en a pas, c'est un homme à l'heure.

Q A part de ça il y a le cas dont vous venez
de parler, des ring weft? R On peut pas
expliquer ça.

Q Comment expliquez-vous que quand cette diffé-
rence arrivent, que c'est toujours en moins, et
presque jamais en plus, pour ne pas dire jamais?

R Il faut absolument que ça soit comme ça.

Q Pourquoi? R Parce que c'est de la production
qu'on montre sur les rapports, ils ont été payés
à l'heure, et on ne la montre pas sur la liste
de pays.

(1911) 3839

La différence d'explication par le fait que ces
employés à l'usine travaillaient sur des machines
différentes. A la fin, quand Alice est venue au
bureau, elle a dit que les machines ne sont pas
semblables. R. Non.
Elle dit encore que les machines ne sont pas
semblables. La différence n'est pas la même.
Elle ne veut pas de la partie des machines
en question et dit qu'elle ne connaît pas.
On lui a dit qu'il y a un plan à côté de l'usine
et qu'elle y a été.
Maintenant il y a la case où vous connaissez
la différence. Elle ne veut pas de l'explication
donnée de la différence, c'est un autre cas.
R. Il se fait savoir, il nous faut l'explication
de la...
Vous le demandez, et nous vous répondons que la
constatation pour donner l'explication, vous pouvez
en répondre sans référence à l'usine.
R. Il y a un plan, c'est un plan à l'usine.
A part de là il y a la case où vous travaillez
le matin, est-ce que vous y allez?
R. Oui.
Comment expliquer-vous les différences entre
les machines, que c'est différent en même temps.
R. Elles sont différentes en même temps, mais ce n'est pas la même.
R. Il faut également que vous sachiez que...
R. Pourquoi? R. Parce que c'est de la même...
d'un même genre, les machines, il n'y a pas de...
à l'usine, et on ne les utilise pas de la même...
de la même.

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GARIETY)

Q Des fois, il y a une différence qui est en plus, c'est à dire que la production payée dépasse la production rapportée, est-ce une erreur?

R Oui, ça ne peut pas se faire autrement, mais c'est très rare.

Q Rare ou non c'est une erreur? R Absolument.

ET LE DIT TEMOIN NE DIT RIEN DE PLUS.

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(Y. c. 1860)

* 11-11-11

PAR MTR HEWARD:

Q Monsieur Gariépy, vous avez parlé tout à l'heure des doffers qui travaillent en groupe, n'est-il pas vrai que les doffers qui travaillent en groupe, ne sont pas tous des doffers dans le département, mais seulement une gang de doffers qui travaillent sur un groupe de machines? R Oui.

Q Ce n'est pas tous les doffers dans tous les départements? R Ils sont divisés par groupe pour un certain nombre de machines, ce groupe là est payé pour la production du même nombre de machines.

M.LE COMMISSAIRE: Le même groupe.

LE TEMOIN: Le même groupe, c'est un ouvrage qui prend cinq ou six minutes par cinq ou six personnes qui changent 378 bobines pleines pour en mettre des vides, alors, ça veut dire qu'on ne peut pas tenir compte, si un peut en enlever trois ou quatre de plus que l'autre.

PAR ME. HEWARD:

Q Ils travaillent dans un petit groupe sur un groupe de bobines? R Ils travaillent six par groupe.

PAR M.LE COMMISSAIRE: Toujours six? R Généralement.

PAR ME. HEWARD:

Q Chacune de ces personnes là retirent sa part?

R Sa part de la production.

Q Suivant les heures de travail pendant la quinzaine? R Absolument.

M.LE COMMISSAIRE: Est-ce que c'est tout.
Me. Beauregard.

MTR BEAUREGARD:

Q. Maintenant, quand vous avez parlé tout à l'heure
des dollars qui se valent en 100, n'est-il pas
vrai que les dollars qui travaillent en groupe, ne
sont pas tous des dollars à dans le département, mais
seulement une partie de dollars qui travaillent en
un groupe de machines? R. Oui.

Q. Ce n'est pas tous les dollars dans tous les dé-
partements? R. Ils sont divisés par groupes
pour un certain nombre de machines, ce groupe là
est payé pour la production du même nombre de ma-
chines.

M. LE COMMISSAIRE: Le même groupe.
Q. Maintenant, quand vous avez dit un groupe qui
travaille cinq ou six minutes par cinq ou six personnes
qui enlèvent 375 machines à l'heure, pour en mettre 100
à l'heure, alors, ça veut dire qu'on ne peut pas tenir
compte, si on veut en enlever trois ou quatre de plus
que l'autre.

M. LE COMMISSAIRE: R. Les machines.
Q. Ils travaillent dans un petit groupe sur un
groupe de machines? R. Ils travaillent six par

M. LE COMMISSAIRE: Toujours six? R. Oui.
naturellement.

M. LE COMMISSAIRE: R. Oui.
Q. Chacune de ces personnes là travaille en petit
groupe de la production.
Q. Soient les heures de travail pendant la quin-

M. LE COMMISSAIRE: Non-ce que c'est tout.
M. LE COMMISSAIRE: R. Absolument.

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Je crois que nous devrions avoir ce livre,
nous avons fait un relevé, M. McKuer s'est donné la
peine de faire un relevé pour deux ou trois années,
il l'a fait à la hâte, et il a pu se glisser des
erreurs, ce n'est pas complet ce relevé là, je de-
manderais la production de ce volume, pour qu'on
puisse faire ce travail là.

M. LE COMMISSAIRE: Ce livre là n'est pas pro-
duit.

M. BEAUREGARD: Je ne crois pas qu'il soit
produit.

Mr. McKUER. This has not been filed my Lord.

M. BEAUREGARD: Je n'ai pas d'autres té-
moins aujourd'hui.

M. LE COMMISSAIRE: C'est entendu, c'est ajourné
pour se reprendre à Montréal à une date qui sera
fixée ultérieurement.

M. GLOFFRION: Exactement nous amènerons les
témoins à Montréal.

de croire que nous serions en danger.
Nous avons fait un relevé, M. le Ministre, et nous
pense que nous en avons fait un bon.
Il s'agit de la base, et de la hauteur des
extremes, et nous en avons fait un relevé. Je ne
sais pas la hauteur de ce volume, mais on en
peut faire un relevé.
M. le Ministre: Ce relevé n'est pas fait.
M. le Ministre: Je ne crois pas qu'il soit
fait.
M. le Ministre: Ce relevé n'est pas fait.
M. le Ministre: Je ne crois pas qu'il soit
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M. le Ministre: Ce relevé n'est pas fait.
M. le Ministre: Je ne crois pas qu'il soit
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M. le Ministre: Ce relevé n'est pas fait.
M. le Ministre: Je ne crois pas qu'il soit
fait.

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MR. McRUER: My lord, Mr. Heward suggests that they may need this book for preparing an explanation of these matters. I have no objection to that.

5 MR. HEWARD: That is all right, Mr. McRuer, we have a duplicate.

MR. McRUER: Oh, that is all right, then, my lord.

10 THE COMMISSIONER: Then you will file it as an exhibit?

MR. McRUER: Yes, my lord.

THE COMMISSIONER: What is it?

MR. McRUER: Summary of piece-work earnings.

15 THE COMMISSIONER: That will be Exhibit 205.

EXHIBIT 205: Summary of piece-work earnings.

MR. McRUER: Now, there is another exhibit that we are going to add some sheets to. Have you those sheets now?

20 MR. BALLANTYNE: Yes.

MR. GORDON: These are the sheets you ask for, Mr. McRuer?

MR. McRUER: Thank you very much.

25 Exhibit 204, my lord, was an operating cost sheet, and I stated when it was filed this morning, that I desired to attach to that exhibit similar operating cost sheets from 1926, to date. So that we have now produced operating cost sheets for the first
30 quarter of each of the years from 1926 to 1936, and they will be attached to Exhibit No. 204.

2013

they may need this book for preparing an explanation
of these matters. I have no objection to that.

MR. McNEIL: That is all right, Mr. Brydis.

we have a duplicate.

MR. McNEIL: Yes, that is all right, then, my

THE COMMISSIONER: Then you will file it as

an exhibit?

MR. McNEIL: Yes, my lord.

THE COMMISSIONER: What is it?

MR. McNEIL: Summary of piece-work earnings.

THE COMMISSIONER: That will be Exhibit 202.

EXHIBIT 202: Summary of piece-work earnings.

MR. McNEIL: Now, there is another exhibit

that we are going to add some sheets to. Have

you those sheets now?

MR. McNEIL: Yes.

MR. McNEIL: These are the sheets you ask for.

MR. McNEIL:

MR. McNEIL: Thank you very much.

Exhibit 204, my lord, was an operating cost sheet,

and I stated when it was filed this morning, that

I desired to attach to that exhibit another operating

cost sheet from 1925, to 1926. So that we have

now produced operating cost sheets for the first

quarter of each of the years from 1925 to 1926,

and they will be attached to Exhibit No. 204.

THE COMMISSIONER: Is that all, now?

MR. McRUER: I think that is all, my lord.

I understand Mr. Tremblay is here in reference to
resuming at Montmagny tomorrow.

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THE COMMISSIONER: Will you please come to my
room then, Mr. McRuer?

MR. McRUER: Very well, my lord.

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-- The Commission adjourned at 3.45 P.M. Friday,
May 8th, 1936, to resume at Montmagny, Quebec,
at 10 o'clock A.M.

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THE BOARD OF EDUCATION

Mr. Board: I think that is all, my lord.

I understand Mr. Twissley is here in reference to

the matter of the school.

THE BOARD OF EDUCATION: Will you please come to my

room later, Mr. Board?

Mr. Board: Very well, my lord.

-- The Commission's statement of 1894-95, which
may be found, in volume 12 of the
at 10 o'clock.

3815

ROYAL COMMISSION ON THE TEXTILE INDUSTRY

HON. MR. JUSTICE W.F.A. TURGEON,

Commissioner,

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A.S. Whiteley, Secretary,

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TWENTY-NINTH DAY

(May 9th, 1936)

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Robert

THE CHARTERED & GENERAL

REPORTER
TORONTO

THE CHARTERED & GENERAL

THE CHARTERED & GENERAL

(1882, 1883, 1884)

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ROYAL COMMISSION ON THE TEXTILE INDUSTRY

HON. MR. JUSTICE W.F.A. TURGEON,

Commissioner,

A.S. Whiteley, Secretary,

A p p e a r a n c e s :

J.C. McRuer, K.C., and)

E. Beauregard, K.C.) Commission Counsel

J.P. Lanctot, K.C.

For Special Committee,

C.G. Heward, K.C.)

Aime Geoffrion, K.C.) For Dominion Textile Co.

and)

C.T. Ballantyne,)

S.G. Dixon, K.C.

For Courtaulds, Limited,

L.A. Forsyth, K.C.

For Canadian Celanese Ltd.
and Canadian Silk Products
Limited.

Thomas Tremblay,

For M.E. Binz Limited,

Philippe Rousseau,

) For Town
) of Montmagny.

Mayor Dr. Philippe Richard,)

-- ooo --

ROYAL COMMISSION ON THE TEXTILE INDUSTRY

REPORT OF THE COMMISSION, 1925

Commissioner

J. S. Whitely, Secretary

APPENDIX

J. G. McRae, K.C., and
E. Beauchamp, K.C.)
Commissioners

J. T. Lanctot, K.C.)
For Special Committee

C. G. Howard, A.C.)
Aime Gauthier, K.C.)
and
C. T. Bellamy)
For Dominion Textile Co.

S. G. Dixon, K.C.)
L. A. Forsyth, K.C.)
For Canadian Textile Ind.)
and Canadian Silk Industries)
Limited)

For M. H. MacMillan

Philippe Rousseau)
of Montreal)
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Montmagny, Que.
9th May, 1936

-- The Commission resumed 9.45 A.M. Standard Time.

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MAX E. BINZ, Sworn,

EXAMINED BY MR. McRUER:

10

Q. Mr. Binz, you are, or were, I believe the
originator of M.E. Binz Company Limited? A. I am.

Q. When was the Company organized? A. 1931.

Q. Prior to 1931 had you any experience in the
Textile business? A. I did.

Q. Where? A. In the States.

15

Q. Where in the States? A. Paterson, Midland--

Q. Paterson, New Jersey? A. New York State.

Q. Yes? A. North Carolina, Virginia and
Pennsylvania.

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Q. Were you in the manufacturing business
there? A. I was.Q. Were you engaged in the operation of any
factories? A. I was in my own business.

Q. In your own business? A. Yes.

25

Q. Where was your own business located? A. The
main office was at Midland Park, New Jersey.

Q. Midland Park, New Jersey? A. Right.

Q. What was the nature of the business? A. The
manufacture of silk.

30

Q. That would be real silk? A. Real silk.

1007

Washington, D.C.
July 25, 1955

-- The Council also received 8.45 A.M. Standard Time.

WILLIAM J. BROWN

WILLIAM J. BROWN

Q. Now, then, you are, or were, I believe the

WILLIAM J. BROWN, the person who

Q. When was the company organized? A. 1951.

Q. Prior to 1951 had you any experience in the

textile business? A. I did.

Q. Where? A. In the States.

Q. Where in the States?

A. New York State.

Q. Yes? A. North Carolina, Virginia and

Q. Were you in the manufacturing business

Q. I was.

Q. Were you engaged in the operation of any

Q. I was in my own business.

Q. In your own business?

Q. There was your own business, is that

Q. in office was at Midland Park, New Jersey.

Q. What was the nature of the business?

Q. What was the nature of the business?

Q. What was the nature of the business?

Q. What was the nature of the business?

3818

M.E. Binz

Q. What was the name of the business? A. The
M.E. Binz Company.

Q. And incorporated Company? A. An incorporated
Company.

Q. How long had you been carrying on that business
there? A. Since 1921.

Q. How large a business was it? A. On an
average of about 2 and a half million dollars to
3 million dollars a year.

Q. Is the business still going on? A. No.

Q. When did it cease to operate? A. Pardon?

Q. When did it cease to operate? A. It
liquidated in 1932.

Q. 1932? A. 1932.

Q. So that it was being carried on when you came
to Canada? A. It was.

Q. Doing business? A. Right.

Q. How did you come to come to Canada and start
in the silk business? A. We did some business
here through our New York Company.

Q. You mean you sold silk here? A. We did.

Q. That is, you exported it into Canada? A.

Q. And then, how did you come to go into the
manufacturing business here? A. Our exports
were beginning to shrink, I think, after 1930, and
I had a man at that time up here to investigate
possibilities there would be for us to start
manufacturing in Canada knowing that we had qu

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1938

1. How long has the company been in business?

2. How many employees does the company have?

3. What is the company's principal product?

4. How much of this product does the company produce?

5. How long has the company been in business?

6. How much of this product does the company produce?

7. How much of this product does the company produce?

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27. How much of this product does the company produce?

28. How much of this product does the company produce?

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experience in the making of silk and we figured there might be a field up here for us to manufacture.

Q. Did you make a survey of the Canadian market?

A. We did.

5

Q. I take it that the reason that you could not export into Canada profitably after 1930 was because of the new duties?

A. You are correct, sir.

10

Q. And then you made a survey of the Canadian market and decided that there might be an opportunity of entering the field here?

A. Yes, sir.

Q. Of course, that would be in competition with the industries that were in the field here?

A. Yes, sir.

15

Q. You were in no way connected with any of those industries that were in the field here?

A. No, sir.

Q. How did your business in the United States come to be discontinued? Did they go into liquidation?

A. Yes, sir.

20

Q. That is, it became unprofitable and was wound up?

A. Became very unprofitable.

25

Q. Could you tell me, Mr. Binz, as a matter of general interest in the industry to the Commission what circumstances brought about the unprofitable situation in the United States?

A. The general decline of raw silk.

Q. The general decline of what?

A. Of raw silk prices.

30

Q. You were not engaged in making raw silk?

A. You misunderstand me, Mr. McRuer.

experience in the making of silk and we thought there
might be a field for us in that country.

Q. Did you make a survey of the Canadian market?
A. We did.

Q. I think it was the reason that you could not
export into Canada probably after 1930 was because

of the new duties? A. You are correct, sir.
Q. And then you made a survey of the Canadian

market and decided that there might be an opportunity
of entering the field here? A. Yes, sir.

Q. Of course, that would be in competition with
the industries that were in the field here?

A. Yes, sir.
Q. You were in no way concerned with any of those

industries that were in the field here? A. No, sir.
Q. How did your business in the United States

come to be discontinued? Did they go into liquid-
ation? A. Yes, sir.

Q. That is, it became unprofitable and was wound
up? A. Yes, sir.

Q. Could you tell me, Mr. King, as a matter of
general interest in the industry to the Government

what circumstances brought about the liquidation
situation in the United States? A. The general

decline of raw silk.
Q. The general decline of what? A. Of raw

silk.
Q. You were not engaged in making raw silk?

A. You misunderstood me, Mr. McRobert.

3820 Binz

5 A silk manufacturer when he runs a business commits
himself very heavily on the purchases of raw material.
We had at the time something like 3,000 bales of silk
on order of an average price running anywhere from
\$4., \$3.50, \$3.75. That silk came down to around
\$1 or \$1.10 a pound, with a corresponding decrease
in the woven article. The customers which had orders
with us cancelled them. Therefore it was impossible
10 for us to continue upon a basis of that nature.

BY THE COMMISSIONER: Q. Does that mean that
you had committed yourself to buying silk, raw silk?

A. Yes.

15 Q. At those high prices?

A. Yes, my lord.

BY MR. McRUER: Q. It was not my purpose to
ask you questions about your own financial commitments
in that Company, but I wanted to find out if I could
if there was any general situation in the industry
20 in the United States that made it unprofitable to carry
on the silk business at that time. A. Mr. McRuer,
if I might be permitted to say, it is not only the
silk business which at that time was unprofitable.
25 Every business was unprofitable; it was the general
depression which we entered after the year 1929,
a general depression that carried right along, and I
think it is still carrying on for all purposes and
intents.

30 Q. Well then, how big a plant did you say you
had in Midland? A. Midland Park, our combined

Page 3890

A silk manufacturer when he was a business committee
himself very heavily on the purchases of raw material.
He had at one time something like 3,000 bales of silk
on order of an average price running anywhere from
\$4.50, \$5.50, \$6.50, \$7.50. That silk came down to around
\$1 or \$1.10 a pound, with a corresponding decrease
in the woven article. The customers which had orders
with us cancelled them, therefore it was impossible
for us to continue upon a basis of that nature.
BY THE COMMISSIONER: Does that mean that
you had committed yourself to buying silk, raw silk?
Yes.
At those high prices?
Yes, my lord.
It was not my purpose to
ask you questions about your own financial commitments
in that company, but I wanted to find out if I could
if there was any general situation in the industry
in the United States that made it unprofitable to own
silk business which at that time was unprofitable.
Every business was unprofitable; it was the general
depression which we entered after the year 1929,
a general depression that carried right along, and I
think it is still carrying on for all purposes and
I tell you, now did a client did you say you

loomage at that time was about 650 looms of rayon.

Q. 650 looms? A. Yes.

Q. All engaged on the real silk? A. Yes.

5 Q. When you came over to Canada your business there had not yet gone into liquidation? A. I liquidated the business, Mr. McRuer.

Q. You liquidated it? A. Yes.

Q. Was it wound up by a trustee in bankruptcy, was that the procedure? A. No.

10 Q. You just closed it up yourself? A. We have no bankruptcy, I don't believe in bankruptcy, Mr. McRuer.

Q. You just wound the business up yourself?

15 A. We wound up.

Q. It had not been wound up when you came to Canada? A. No, it was in process of winding up then.

20 Q. So that the winding up process was completed in 1932? A. At the end of 1932.

Q. You started in Canada in 1931? A. Right.

Q. And how did you come to locate in Montmagny?

25 A. That is quite a story; I had a survey made of the Canadian market, and I had a man up here steady for a month.

30 BY THE COMMISSIONER: Q. Please speak a little louder so I can hear you. A. I had a man up here xx in 1931, who also disposed of some of our goods from the States.

Q. Who what? - you had a man up here? A. I had

100,000 at that time was about 500,000 of revenue.

Q. 500,000?

A. Yes.

Q. All engaged on the real estate?

A. Yes.

Q. When you came over to Canada your business

there had not yet gone into liquidation?

A. I liquidated the business, Mr. Roberts.

Q. You liquidated it?

A. Yes.

Q. Was it wound up by a trustee in bankruptcy?

A. No.

Q. Was that the procedure?

A. Yes.

Q. You just wound the business up yourself?

A. Yes.

Q. It had not been wound up when you came to

Canada?

A. No, it was in process of winding up

then.

Q. So that the winding up process was completed

in 1931?

A. At the end of 1931.

Q. You started in Canada in 1931?

A. Yes.

Q. And how did you come to locate in Canada?

A. That is quite a story; I had a survey made of the

Canadian market, and I had a man up here already for a

while.

Q. By the way, Mr. Roberts, I think you are a little

looser so I can hear you.

A. I had a man up here

xx in 1931, who also disposed of some of our goods then

the same.

Q. Who were they? - you had a man up here?

A. I had

a man who disposed of goods which we imported from the States previous to that time. He kept telling us, "There is a certain definite field up here for our type of goods, providing we can manufacture the goods in Canada." We looked around and we got various proposals from various towns. One of the towns was Montmagny which approached us to locate the factory in this town here.

BY MR. McRUER: Q. Yes? A. Does that answer your question, Mr. McRuer?

Q. I wondered why you particularly picked out this location; what was the underlying attraction here?

A. There was no underlying attraction of any sort. I might as well have picked any other place, but it just happens the circumstances brought this Montmagny proposition to our proposition, and the thing worked out.

Q. Did you make any survey of any of our Ontario towns? A. To be truthful, no.

Q. Well, why did you show a preference? A. There was no preference, there was a definite proposal made here and I accepted the proposal.

Q. Because there was a proposal from the Town here? A. Yes.

Q. Did you investigate the conditions of labour here? A. I investigated the conditions of labour from the point of what other industries in this town were paying and I felt that the conditions of labour

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were very favourable for our business. There is one thing which is established and that is the ability of the French people for the weaving of silks.

5 Q. And did you investigate the scale of wages that was being paid in this locality? A. I did.

Q. Did you make any comparison of the scale of wages that was being paid here with other localities? A. I did.

10 Q. What other localities did you compare it with? A. Saint Hyacinthe, Drummondville, Cowansville.

Q. What was the result of your comparison? A. That when our plant here is efficient we can pay wages here that the people here would have a very nice and comfortable living.

15 Q. What I am getting at is the survey that you made prior to starting up here, what was the result of your survey in regard to the comparison between rates paid in Montmagny and in Drummondville and Ste. 20 Hyacinthe and those other places? A. There was a decided lower trend of wages up here than down there.

Q. In Montmagny? A. Yes, sir.

25 Q. That is in the industries that you had seen?

A. I had no comparison at that time between the silk industry in Montmagny and the silk industry in Drummondville, because there was none in Montmagny, but from the general condition of Montmagny, the 30 general living expenses it was obvious that the labour

were very favourable for our business. There is
one thing which is established and that is the ability
of the French people for the weaving of silk.
Q. And did you investigate the scale of wages
that was being paid in this locality?
A. Did you make any comparison of the scale of
wages that was being paid here with other localities?
A. I did.
Q. What other localities did you compare it with?
A. Saint Hyacinthe, Drummondville, Cowansville.
Q. What was the result of your comparison?
A. That when our plant here is efficient we can pay
wages here that the people here would have a very
nice and comfortable living.
Q. What I am getting at is the survey that you
made prior to setting up here, what was the result
of your survey in regard to the comparison between
rates paid in Montserrat and in Drummondville and the
Hyacinthe and those other places?
A. There was
a decided lower trend of wages up here than down
Q. In Montserrat?
A. Yes, sir.
Q. That is in the industries that you had seen?
A. I had no comparison at that time between the
silk industry in Montserrat and the silk industry in
Drummondville, because there was none in Montserrat,
but from the general condition of Montserrat, the
general living expenses it was evident that the local

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condition up here would be favourable to an enterprise of our kind.

5 Q. Then, you determined on organizing a company here, and I think it is fair to say that your plan of organization involved the financing of the Company very largely in the locality here? A. Correct.

10 Q. You apparently did not have, or at any rate you did not propose to put much capital into the Company here other than the locality could produce?

15 A. That, of course, is a question, Mr. McRuer, which is to be answered in quite a few words. You must understand our situation in the States. We were at that time not open for any expansion programme. Expansion can only come about when companies are in a good position. We were in a position where we knew that the business had been a losing business, 20 and the Town of Montmagny approached us with a definite proposition of that nature, which I either accept or reject. I did not make the proposition.

25 Q. Well, I understood from the evidence we had here before, and if I am not correct I will stand corrected, that there was some considerable discussion about their ability to raise the required amount in Montmagny, and the first suggestion - what was the first suggestion that was made?

30 MR. BEAUREGARD: \$100,000.

BY MR. McRUER: A. At first you suggested it would

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Bliss

condition up here would be favorable to an enterprise
of our kind.

.. Then, you determined on organizing a
company here, and I think it is fair to say that your
plan of organization involved the financing of the
company very largely in the locality here?

Correct.

.. You apparently did not have, or at any rate

you did not propose to put much capital into the
company here other than the locality could produce?

A. That, of course, is a question, Mr. Warner,
which is to be answered in quite a few words. You

were understood our situation in the matter. We were
at that time not open for any expansion programme.

Expansion can only come about when companies are in
a good position. We were in a position where we

knew that the business had been a losing business,
and the form of Montenegro approached us with a definite

proposition of that nature, which I either accept
or reject. I did not make the proposition.

.. Well, I understood from the evidence we
had here before, and if I am not correct I will stand

corrected, that there was some discussion of the
fact that the business was a losing business.

is correct, and the first suggestion - that was the
first suggestion that was made.

.. I understand that the business was a losing business,
and the first suggestion - that was the first suggestion

be necessary to have \$100,000, and this was gradually scaled down until you said that you could get along on about \$30,000?

A. I beg to differ with you, Mr. McRuer; that is not so. Whoever made that statement is not familiar with the facts. That was never done. A definite proposal was made of \$50,000

preferred stock and there was never talk of \$100,000 or \$60,000 or \$51,000. A definite proposal was made of \$50,000 by the town of Montmagny to me.

Q. The proposal came from them, you say, that "We will raise \$50,000 to finance your company if you will come here"? A. If I am putting in the necessary equipment.

Q. If you put in the necessary equipment?
A. Right.

Q. Well, in any event the Company was incorporated and provision made for a share capital of the common stock of 5,000 shares? A. Right.

Q. And you received -

THE COMMISSIONER: No par value.

MR. McRUER: Of no par value, yes, my lord.

Q. You received 4,995 shares for machinery that was to be turned over? A. Right.

Q. Was the machinery that was turned over to the Company machinery that had been used in your mill in the United States? A. Correct, some of it, and some of it was bought outside. We did not have enough to ship at the time; we bought some.

be necessary to have \$100,000, and this was gradually
scaled down until you said that you could get along
on about \$50,000? A. I beg to differ with you.
Mr. McGowan; that is not so. However much that
ment is not familiar with the facts. That was never
done. A definite proposal as early as \$100,000
preferred stock and there was never talk of \$100,000
or \$50,000 or \$25,000. A. I am sorry to hear
of \$50,000 by the form of statement to me.
The proposal came from them, you say, that
we will raise \$50,000 to finance your company, if you
will come here? A. If I am staying in the
necessarily equipment.
If you put in the necessary equipment?
A. Right.
Well, in any event the company was incorporated
and provision made for a share capital of the company
stock of 2,500 shares? A. Right.
And you received -
The company said: No, no value.
Mr. McGowan: If no per value, yes, my lord.
You received 4,300 shares for a dividend, that
was to be turned over?
A. Right.
... as the machinery that was turned over to
... each half that had been used in your mill I
... Correct, some of it, and
... we did not have
enough to ship at the time; we bought some.

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Q. How many looms were sent over at that time?

A. The arrangement with the Town of Montmagny was 70 looms; I shipped 98.

5 BY THE COMMISSIONER: Q. You shipped how many ?

A. 98, or 96; I think 98.

BY MR. McRUER: Q. There was nothing said in the contract with the company as to how many looms you were going to ship? A. I think there was, I am almost convinced there was.

10

Q. Have you a copy of that contract? A. Permit me to consult Mr. Hebert; I think he would be able to give us that information very quickly. Mr. Hebert, in that original agreement was mention made of how many looms?

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MR. HEBERT: In that original agreement we asked you if you could supply 100 looms, and we agreed for 70. I just put in writing a few days after you came here my personal report, which is a condensed statement of the conditions--

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MR. McRUER: Don't let us get into any long dissertation. All I want to know is, is there a written contract with the company? A. That is what I want to ask. Is there a written contract?

25

MR. HEBERT: There is no written contract, it was only a verbal contract.

Q. MR. McRUER: All right, that answers my question.

30

BY MR. McRUER: Q. The Minutes of the Company apparently record the arrangement with the Company in

3836

W.L.A.

How many floors were sent over at this time?

The arrangement with the Town of Kensington was

70 floors I think.

My last count I think was 70. How shipped how many?

70, or 80; I think 80.

The contract with the company as to how many floors

you were going to ship. I think there was

I am almost convinced there was.

Have you a copy of that contract?

Permit me to consult Mr. Robert; I think he would be able

to give us that information very easily. Mr. Robert,

in that original agreement was a number of how many

floors?

Mr. Robert: In that original agreement we were

you if you could supply the floor, and we agreed for

70. I just put in writing a few days after you came

here by personal report, which is a condensed summary

of the conditions.

Mr. Robert: Don't let me get into any more

disposition. All I want to know is, is there a

written contract with the company?

That I want to ask. Is there a written contract?

Mr. Robert: There is no written contract, is there

only a verbal one?

Yes, there is a verbal one, but it is not written.

Is there a written one somewhere in the company?

corporate way, at any rate? A. Yes.

Q. And we have the Minutes; well, at any rate, you say that there was a verbal discussion about 70 looms? and that you put in 98 looms? A. Right.

Q. Did the Company pay any cash in addition to the stock for machinery at any stage? A. They paid \$1200 about two years ago for the differential value between the one and the other in order to clear that transaction.

BY THE COMMISSIONER: Q. How much money did you say? A. Twelve hundred and some odd dollars.

BY MR. McRUER: Q. Are you quite sure about that, Mr. Binz, because my recollection was that the machinery that you turned over was valued in the Financial records of the company at \$26,000?

A. Yes.

Q. And in addition to that the later financial statements show machinery in excess of that?

A. Yes, we have bought new machinery since that.

Q. Did they buy machinery from you since that?

A. They bought throwing machinery I think about a year after we were up here.

Q. In the statement of June 30th, 1935, the machinery is entered as \$76,138.89? A. Yes.

Q. In which the sum of \$26,113.89 is included as being the value set on the shares that were issued to you for machinery? A. Yes, sir.

Q. Is it correct to say that they bought about \$50,000 worth of machinery from you?

Q. And we have the Minutes; well, at any rate,
you say that there was a verbal discussion about 70
looms? and that you put in 36 looms? A. Right.
Q. Did the company pay any cash in addition to
the stock for machinery at any time? A. They
paid \$1500 about two years ago for the differential
value between the one and the other in order to
make them equal.
Q. How much money did you
say? A. Twelve hundred and some odd dollars.
Q. Are you quite sure about that?
A. Right, because my recollection was that the
machinery that you turned over was valued in the
financial records of the company at \$26,000.
Q. And in addition to that the later financial
statements show machinery in excess of that?
A. Yes, we have bought new machinery since that.
Q. Did they buy machinery from you since that?
A. They bought throwing machinery I think about a
year after we were up here.
Q. In the statement of June 30th, 1935, the
machinery is entered as \$6,153.83?
A. Yes.
Q. In which the sum of \$26,113.33 is included
as being the value set on the shares that were in
to you for machinery? A. Yes, sir.

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A. No, that is not correct, my dear sir; they bought from me possibly \$15,000 worth of machinery. The rest of it was bought from outside. I am not in the machinery business.

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BY THE COMMISSIONER: Q. That is \$15,000 in addition to this \$26,000? A. Yes, in addition to this.

BY MR. McRUER: Q. But they paid cash for the \$15,000? A. Yes.

10

Q. And you got shares for the \$26,000? A. That is correct, because on the \$15,000, Mr. McRuer, that was an entirely different transaction. I sold a complete throwing plant for \$15,000 which was valued at \$25,000.

15

Q. Who put the valuation of \$26,000 on the machinery that was turned over for the shares? A. The Customs.

Q. The Customs Department? A. Right.

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Q. Well, they would get it, I suppose, from you? A. They would get it from an appraiser from us.

Q. From you originally; I was wondering how the Company in the United States was reimbursed for that. Being a corporate entity you could not just take the machinery out of the Company in the United States?

25

A. Quite right --

Q. Just a moment, and turn it over to the Company in Canada and you individually getting shares of stock there must have been some transaction with the company in the United States? A. The Company in the United States has only sold part of this machinery. I venture to say it has sold

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A. No, that is not correct, my dear sir; they bought from me possibly \$10,000 worth of machinery. The rest of it was bought from outside. I am not in the

BY THE COURT: A. That is \$10,000 in addition to this \$20,000. A. Yes, in addition to this.

BY THE COURT: A. But they paid cash for the

\$10,000. A. Yes.

A. And you got shares for the \$20,000. A. That

is correct, because on the \$10,000, Mr. McNamee, that

was an entirely different transaction. I sold a complete throwing plant for \$10,000 which was valued at \$20,000.

A. But the valuation of \$20,000 on the machine

and that was turned over for the shares? A. The

The Ontario Department? A. Right.

A. They would get it from an appraiser from us.

A. From you originally; I was wondering how the

company in the United States was reimbursed for that.

Being a corporate entity you could not just take the

machinery out of the company in the United States?

A. Quite right --

A. Just a moment, and then is over to the company

in Canada and you individually getting shares of stock there must have been some transaction with the

company in the United States? A. The company

in the United States has only sold part of this

machinery. I venture to say it has sold

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possibly about 25 per cent of this machinery, that was sold from the Company in the United States.

The rest of it was machinery which I bought outside personally.

Q. You bought? A. Outside, personally.

Q. Would there be any accounts to show how that was paid for? A. I can get the Company which sold me the machinery to issue the necessary bills for that if you desire.

Q. Were no bills issued at the time, no invoices or anything of that sort at the time? A. I think there is certain machinery that was shipped directly from the dealers and other machinery that was shipped from us. Those dealers made their own declaration.

Q. The machinery that came from M.E. Binz Co. in the United States would have to be paid for in some way, the Company would have to account for that.

A. The Company was paid.

Q. By you? A. I should hope so.

Q. Did you pay to the Company any cash? A. I always had credits with the Company, Mr. McRuer.

Q. It would be debited against a credit that you had? A. Quite right, sir.

Q. And then, you started your programme in Canada - Mr. Tremblay points out to me that it is recorded in the Minutes of the Company that 70 - a minimum of 70 looms is mentioned. A. I had a recollection of that. I was not sure however if it was written down

Q112

Q113

Q114. About 25 per cent of this machinery, that

was sold from the company in the United States.

Q115. The rest of it was machinery which I bought outside

personally.

Q116. You bought it personally, is that right?

A. Would there be any account to show how that

was paid for? A. I can get the company which

sold me the machinery to issue the necessary bills for

that if you desire.

Q117. Were no bills issued at the time, no invoices

or anything of that sort at the time? A. I think

there is certain machinery that was shipped directly

from the dealers and other machinery that was shipped

from us. Those dealers made their own declaration.

Q118. The machinery that came from W.E. Riney Co.

in the United States would have to be paid for in

some way, the company would have to account for that.

A. The company was paid.

Q119. By whom? A. I should hope so.

Q120. Did you pay to the company any cash? A. I

think not.

Q121. It would be debited against a credit that you

quite right, sir.

Q122. And then, you started your programme in Canada

Mr. Tremblay points out to me that it is recorded in

the minutes of the company that 70 - a million

was its capital.

Q123. I see. And the amount of 70 million was

or not.

Q. It is written down as a minimum of 70 with the intention to increase up to 100. Then, Mr. Binz, about the same time as you incorporated the M.E. Binz Company Limited, you incorporated the Victoriaville Company? A. No, not at the same time, that was later.

Q. How long afterwards? A. I would not be able to tell you, I would have to find that out. I think maybe a year and a half or two years later.

Q. I hardly think it could be that long, could it? Was the Victoriaville Company owned by you? A. Yes.

Q. That was an entirely owned Company? A. Right.

Q. The employees did not subscribe for shares in that company, it was entirely owned by yourself. And what was the purpose of the organization of the Victoriaville Company? A. Victoriaville had a plant there of 20 looms and the boys who had the plant were busted so they approached us to buy the plant.

Q. It had been operated by some other person? A. Yes, sir.

Q. Was it a new company or one that had been on the go for some time? A. The Company at that time was run by other people, not by us.

Q. I know, but it had been running for some time. A. It never was running. They just came here and lost \$10,000, and that was the end of it.

or not.

It is written down as a minimum of 50 with
the intention to increase up to 100. Then, after
that, about the same time a further increase was made.
Bing Company Limited, was incorporated in the year 1900-
ville Company? .. but, not at the same time.
that was later.

I have long been interested in the
able to tell you, I would have to find that out.
I think maybe a year and a half or two years later.
I hardly think it could be that long, could it?
and the Victorville Company was started by you?
.. that was an entirely new company?
.. the company was not started for a long time
in that country, it was entirely new by yourself.
and what was the purpose of the organization
of the Victorville Company?
had a great many of the houses and the boys who had
the place were started so they could have a place to
live in.

It had been organized by some other company
.. yes, sir.
.. that is a new company or one that had been

time was not by other people, but by me.
.. I think, but it had been organized for some time.
.. it never was founded. .. that is all that was
lost 10,000, and that was the end of it.

Q. They came up and tried to get in the business but never got going? A. It did not work.

Q. They approached you and you took it over?

A. We bought it.

Q. Now, in the financial statement of M.E. Binz Company Limited, Montmagny, for June 30th, 1934, there is an entry among accounts receivable Victoriaville Textile Company \$21,087.86. How would that amount be owing by Victoriaville to Binz, Montmagny at that time? A. Goods sold to Victoriaville and goods sold by Victoriaville. The same amount would be owing to Victoriaville from customers.

Q. And in the same statement we have in the manufacturing account commission Victoriaville \$19,910, money that had been paid to Victoriaville? A. For commission weaving.

Q. Pardon? A. Mr. Pelletier, commission weaving, is that correct?

MR. PELLETIER: That is right.

BY MR. McRUER: Q. Commission weaving? A. We gave them goods to manufacture for us and we paid them their labour.

Q. Well, it is stated in here as commission? A. Commission weaving.

Q. Why was M.E. Binz Company Limited, Montmagny, having weaving done at Victoriaville? A. Because it paid us to do so.

Q. You do not mean to suggest that they were

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Q. They came up and tried to get in the business but never got going? A. It did not work.

Q. They approached you and you took it over? A. We bought it.

Q. Now, in the financial statement of M.E. Jones Company Limited, Montserrat, for June 30th, 1934, there is an entry among accounts receivable Victorville Textile Company \$31,087.85. How would that amount be used by Victorville Textile Company, Montserrat at that time? A. Goods sold to Victorville and goods sold by Victorville. The same amount would be owing to Victorville.

Q. And in the same statement we have in the manufacturing account commission Victorville \$19,010. Money that had been paid to Victorville? A. For commission weaving.

Q. Pardon? A. Mr. Bellier, Montserrat, saying, is that correct? MR. BELLIER: That is right. MR. B. MONTGOMERY: Commission weaving? A. No. Give them goods to manufacture for us and we paid them their labour.

Q. Well, it is stated in here as commission?

Q. Why was M.E. Jones Company Limited, Montserrat, having weaving done at Victorville? A. Because it paid us to do so.

Q. You do not want to suggest that they were

working a little cheaper over in Victoriaville than they were in Montmagny in 1934? A. We are not suggesting that at all, Mr. McRuer. In 1934 we sold goods through Victoriaville at a profit. Why should not we give it out to be manufactured. In the States I ran out many times 500 or a thousand looms outside of my own looms if it paid me to do so.

Q. You said it paid you to have goods manufactured at Victoriaville in 1934 and therefore this Company paid commission to Victoriaville for manufacturing goods for them? A. They paid commission weaving,

labour, that is a labour charge, Mr. McRuer.

Q. It is on here as a commission charge? A. You put weaving on it. That is a technicality.

Q. What I am asking you is why not have them manufacture in Montmagny? A. My dear Mr. McRuer, I am trying to tell you that Montmagny was busy, they were running full. You did not see any looms stopped in Montmagny. We ran that besides our Montmagny plant to make money on the goods.

Q. You mean at that time Montmagny did not have enough equipment that was necessary to handle all the business? A. There are times in the year

that no plant has sufficient equipment, and there are other times that we have got too much equipment.

Q. Then, in the manufacturing account under process there is a commission charge or payment of \$12,289.

To whom was that paid? A. Now, Mr. McRuer, I cannot answer you that because that is

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Q. Now, I think you said that in 1934 they were in Montgomery in 1934? A. We are not suggesting that at all, Mr. McNair. In 1934 we sold goods through Victorville at a profit. Why should not we give it out to be manufactured. In the States I ran out many times 500 or a thousand looms outside of my own looms it it paid me to do so.

Q. You said it paid you to have goods manufactured at Victorville in 1934 and therefore this company paid commission to Victorville for manufacturing goods for them? A. They paid commission weaving.

Q. Now, that is a labor charge, Mr. McNair. A. It is on here as a commission charge? A. You put weaving on it. That is a technicality. What I am asking you is why not have them.

Q. My dear Mr. McNair, manufacturer in Montgomery? A. I am trying to tell you that Montgomery was busy, they were running full. You did not see any looms running in Montgomery. We ran that besides our Montgomery plant to make money on the goods.

Q. You mean at that time Montgomery did not have the business? A. There are times in the year that no plant has sufficient equipment, and there are

Q. Now, in the Montgomery plant there

Q. Now there is a commission charge on payment of

my clerk's business. I am not so familiar with those statements as to answer those kind of questions, if you want to ask Mr. Pelletier --

5 BY THE COMMISSIONER: Q. Whose business? A. I think Mr. Pelletier can give Mr. McRuer more information about the details of this statement than I can, because I am only looking at the statement. I am not familiar with every item in the statement.

10 BY MR. McRUER: Q. This is a very large item under "Throwing process" commission \$12,289? A. Let us by all means find out what it is because I have no copy of the statement and I would like to see that. May I ask Mr. Pelletier a question? Mr. Pelletier, 15 what was that \$12,289?

MR. PELLETIER: That is the same thing as weaving, we bought outside from the Dominion Silk mills.

20 THE WITNESS: You have the necessary invoices for that, Mr. Pelletier?

MR. PELLETIER: Yes.

BY MR. McRUER: Q. Were you not doing your own throwing here? A. Apparently not, Mr. McRuer.

25 Q. You don't remember? A. I would have to consult my records when my throwing machinery got in. We no doubt would not do all the throwing at the beginning.

30 Q. You see, you did put in a throwing plant later on? A. We certainly did.

Q. Then we come to the statement of June 30th,

1935 - A. May I have that statement.

Q. We find under Accounts Receivable \$17,835 from Victoriaville Textile Corporation? A. Yes, the exact amount was owed by customers to Victoriaville Textile Corporation.

Q. You say that Victoriaville Textile Corporation was selling goods for M.E. Binz & Company at cost without making any profit on them? A. They made a profit on it, a slight profit. Anything, Mr. McRuer, which runs the plant and pays part of the overhead relieves the tension on other goods so there was a profit on it if you want to figure it that way.

Q. Were these goods that were manufactured for the M.E. Binz Company, Montmagny, and for which commission was paid to Victoriaville for manufacturing them? A. Mr. McRuer, you are referring to the previous statement now, you are not referring to this present statement, are you?

Q. I am asking you if these would be goods of that sort? A. Which, these here?

Q. Yes? A. These are two different transactions, we don't want to mix them. You have commission weaving there, commission weaving was paid by M.E. Binz & Company to Victoriaville Textile Corporation for labour which they performed on the goods. Now you are coming to another item. That is merchandise sold to the Victoriaville Textile Corporation and which the Victoriaville Textile

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1932 - I have that statement.

Q. No. 11 under account receivable \$17,500.

from Victorville Textile Corporation?

A. Yes, the exact amount was owed by customers to Victorville

Textile Corporation.

Q. And that was the amount of the

and selling goods for A.S. and a company at cost

without making any profit on them? A. They were

profit on it, a slight profit. Anything, Mr. Brydie?

which runs the plant and pays part of the overhead

relieves the tension on other goods so there was a

profit on it if you want to figure it that way.

Q. Are these goods that were handled around the

the A.S. and Company, Newmarket, and for which

commission was paid to Victorville for selling goods?

A. Mr. Brydie, you are referring to the

previous statement now, you are not referring to this

statement, are you?

Q. I am asking you if these would be goods of the

sort? A. Which, these here?

Q. Yes? A. These are two different

transactions, we don't want to mix them. You have

commission we've got there, commission receiving was paid

by A.S. and Company to Victorville Textile

Corporation for labor which they performed on the

goods. Now you are coming to another item. That

is merchandise sold to the Victorville Textile

Corporation and which the Victorville Textile

Corporation sold outside of our own group to customers at exactly the same price as the price on this statement.

5 Q. Would Victoriaville sell goods they manufactured on commission for M.E. Binz Limited? A. I beg your pardon?

10 Q. Would Victoriaville sell in their own name goods that were manufactured for M.E. Binz Company, Montmagny, on commission? A. That would make them criminally liable, Mr. McKuer, because the merchandise belongs to M.E. Binz & Company, and cannot be sold by Victoriaville Textile Corporation when they do commission weaving. In commission weaving the right and title always remains with the original company.

15 Q. What I am getting at, is how the accounts receivable were created when the Victoriaville Textile Corporation bought from M.E. Binz and sold? A. When a company buys they have the right to sell.

20 Q. I am not questioning that, I want to get the facts. There was a certain quantity of goods that was being woven in Victoriaville, and for which the Binz Company Limited was paying commission for the weaving? A. Yes.

25 Q. Then, did the Binz Company Limited sell to Victoriaville and Victoriaville sell the same goods to customers? A. No.

30 Q. They did not? The goods for the accounts receivable would be goods that were manufactured

corporation sold outside of our own group to customers
at exactly the same price as the price on this state-
ment.

Q. Would Victorville sell goods they manufactured
on commission for M.E. Bink Limited? A. I beg your

Q. Would Victorville sell in their own name
goods they manufactured for M.E. Bink Limited?

Montgomery, on commission? A. That would make

them criminally liable, Mr. Johnson, because the
merchandise belongs to M.E. Bink & Company, and cannot
be sold by Victorville Textile Corporation when they
do commission weaving. In commission weaving

the right and title always remains with the original
company.

Q. What I am getting at, is how the accounts

receivable were created when the Victorville
Textile Corporation bought from M.E. Bink and sold?
A. When a company buys they have the right to sell.

Q. I am not questioning that, I want to get

the goods.

that was being woven in Victorville, and for which
the Bink Company Limited was paying commission for

the weaving? A. Yes.

Q. Then, did the Bink Company Limited sell to

Victorville and Victorville sell the same goods

to customers? A. No.

Q. They did not? The goods for the accounts

receivable would be sold and shipped

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in Montmagny, sold to Victoriaville and sold by
Victoriaville to customers? A. Right.

5 Q. In the accounts receivable in the statement
of 1935 there is another account of \$6,464 there,
M.E? Binz Silk Company of Danville Limited.

A. Correct.

Q. What is M.E. Binz Silk Company of Danville?

A. A separate company.

10 Q. Owned by you? A. Owned by me and other
people.

Q. Do you own the controlling interest in it?

A. I do.

15 Q. What is their business, manufacturing?

A. Manufacturing, they have a very small unit.

Q. How many looms have they there? A. 30.

Q. When was that started? A. 1933.

Q. 1933? A. Yes.

20 Q. Are they manufacturing real silk? A. No,
rayon, we have a little plant there for rayon because
we have the rayon silk up here. We don't want to
mix them up at all.

25 Q. They never manufactured real silk at Danville?
A. Never did.

Q. So this is the third company that sprouted
after 1930? A. If you wish to put it that way,
sir.

30 Q. I am not saying it in any offensive way.
It is a fact, it sprouted after 1930? A. Very

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in Montana, sold to Victorville and sold by

Victorville to customers? A. Right.

Q. In the accounts receivable in the statement

of 1935 there is another account of \$2,464 there,

M.W. Milk Company of Danville, Virginia.

Q. What is M.W. Milk Company of Danville?

A. A separate company.

Q. Owned by you? A. Owned by me and other

people.

Q. Do you own the controlling interest in it?

A. I do.

Q. What is their business, manufacturing?

A. Manufacturing, they have a very small unit.

Q. How many looms have they there? A. 80.

Q. When was that started? A. 1933.

Q. Why?

A. The only manufacturing unit in the

region, we have a little plant there for rayon processing

we have the rayon silk we have. We don't want to

mix them up at all.

Q. They never manufactured rayon silk at Danville?

A. Never did.

Q. So this is the third company that operated

after 1933? A. If you mean to put it that way,

yes.

Q. I am not saying it in any offensive way.

It is a fact, it appeared after 1933? A. Yes.

pleasant, very nice.

Q. And do you say you held the controlling interest?

A. I am holding it.

Q. You are holding it? A. Yes, sir.

Q. Have the employees been invited to subscribe for shares in that Company? A. They have.

Q. They have been subscribing? A. Yes, about \$14,000.

Q. What will your turn-over be in that company in a year? A. Very small.

BY THE COMMISSIONER: Q. I suppose these are preferred shares, too? A. Yes.

BY MR. McRUER: Q. Do you hold all the common stock? A. I don't hold all, I hold most of it.

Q. Did you acquire that under a similar arrangement whereby you turned over machinery and got common stock?

A. A similar arrangement.

BY THE COMMISSIONER: Q. Has this preferred stock paid its dividends? A. Every year, my lord.

Q. 6 per cent.? A. 6 per cent., my lord.

Q. BY MR. McRUER: What is the capitalization of that company? A. Wait a minute now, I think they have \$25,000 preferred stock.

Q. How many shares of common? A. 5,000 no par value.

Q. 5,000 no par value? A. Yes.

Q. Has the common paid any dividends? A. No.

Q. Do you draw a salary from that Company? A. I do.

EXHIBIT, VVV 1111

Q. And do you say you held the controlling interest?

A. I am holding it.

Q. You are holding it? A. Yes, sir.

Q. Have the employees been invited to subscribe

for shares in that company? A. They have.

Q. They have been subscribing? A. Yes, sir.

\$14,000.

Q. What will your turn-over be in that company in

the year?

BY THE COMMISSIONER: Q. I suppose these are

preferred shares, too? A. Yes.

BY MR. McNEIL: Q. Do you hold all the common stock?

A. I don't hold all, I hold most of it.

Q. Did you acquire that under a similar arrangement

whereby you turned over machinery and got common stock?

A. A similar arrangement.

BY THE COMMISSIONER: Q. Was this preferred stock

paid its dividends? A. Every year, my lord.

Q. 6 per cent.? A. 6 per cent., my lord.

BY MR. McNEIL: What is the capitalization

of that company? A. Wait a minute now, I think

they have \$20,000 preferred stock.

Q. \$2,000 no par value? A. Yes.

Q. Has the company paid any dividends? A. No.

Q. Do you draw a salary from that company? A. I

Q. I shall have to ask you for a statement of the salaries and bonuses of that Company, and you might supply us with copies of the pay list. A. Of what?

Q. Of the pay list? A. Very well, very happy to do so.

Q. Since you started there? A. Sure, sure.

Q. He will take - is it the last two weeks in December we have been taking - take the last two weeks in December of each year since the Company started?

A. If you would have somebody who would make a note of that so I may know what to do.

Q. Well, was the Binz Company in Montmagny selling to Binz of Danville? A. The Binz Company of

Montmagny is a spinning plant, Mr. McRuer, and spins for the Binz Company of Danville. That company has only 30 looms, that is all.

Q. Do they buy all their yarn from Binz here?

A. We sell them spun yarn from here.

Q. Does the Danville Company buy all its yarn from the Montmagny Company? A. To-day, yes.

Q. It is buying all of its yarn to-day? A. Yes. The Danville Company has given the yarn supply a guarantee of \$10,000 on Montmagny's accounts --

Q. I don't understand? A. The supply of the yarn to the Danville Company, in order to buy as a group, the supply of the yarn is given to one company in order to get a certain draw-back at the end of the

Q. I shall have to ask you for a statement of the salaries and bonuses of that Company, and you supply us with copies of the pay list.

A. Very well, thank you.

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year.

BY THE COMMISSIONER: Q. You say there is a guarantee of how much? A. \$10,000.

Q. A year? A. The Danville Company have given the yarn dealer who supplies the yarn on their behalf to Montmagny a guarantee of \$10,000.

BY MR. McRUER: Q. Might I just get an explanation of something you mentioned there so that we may know it in case we cannot get it again. You said that there was a drawback, I take it that is a discount if a certain quantity of yarn was taken? A. Yes, Mr. McRuer.

Q. And the Danville Company and the Montmagny Company -- A. Is one company from the point of discount.

Q. Go together in a group for the purpose of group buying from Courtaulds, it is Courtaulds you buy from? A. Yes.

Q. Courtaulds, Cornwall? A. Yes.

Q. Your yarn is not imported, it is Canadian yarn? A. Are you speaking of the rayon?

Q. Yes? A. Yes.

Q. Do you weave any celanese? A. No, we don't.

Q. You have not been weaving any celanese? A. Mr. McRuer, may I make a statement as to acetate rayon, celanese --

Q. That is the trade name, I know; do you use any acetate? A. Yes.

Q. Where do you get your acetate yarn from? A. Mostly from England.

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Q. Some from the United States? A. We do.

Q. Have you up until the present time been
able to buy acetate yarn in Canada? A. No.

Q. Why not? A. The prices.

Q. I want to just get your statement in regard to
that, Mr. Binz? A. Yes, sir.

Q. The only manufacturers of acetate yarn in
Canada are the Celanese Company? A. Yes.

Q. Is it a fact that the prices they have quoted
to you as weavers have been practically as high as
the woven product would be? A. You are quite
correct sir, to assume that.

Q. That is correct? A. Yes.

Q. I have heard rumours to that effect, but I
wanted to confirm it from someone who is in the
manufacturing business? A. You are quite correct.

BY THE COMMISSIONER: Q. How do they do any business
at all? A. They don't do any yarn business, they
are in the business of manufacturing goods, not to
sell yarn.

BY MR. McRUER: Q. And the fact is that the
Celanese Company are the only producers of acetate
yarns in Canada? A. That is correct.

Q. And they weave their own yarn into woven
fabrics? A. On 1500 looms.

Q. They have 1500 looms working weaving their
own yarn, and their quotation on yarn to the weaving
trade of Canada have been so high -

A. That we could not buy it, it is prohibitive,

Q. Come from the United States?

A. Have you up until the present time been

able to buy seats to them in Canada?

A. Why not?

Q. I want to just get your statement in regard to

that, Mr. Bryon?

A. The only way to get seats in

Canada is to go to the United States.

Q. Is it a fact that the prices they have quoted

to you as weavers have been practically as high as

the woven product would be?

A. You are quite correct, to assume that.

Q. That is correct?

A. I have heard rumors to that effect, but I

wanted to confirm it from someone who is in the

manufacturing business?

BY THE COURT: Q. Now do they do any business

at all? A. They don't do any yarn business, they

are in the business of manufacturing goods, not so

well.

BY THE COURT: Q. And the fact is that the

Chinese Company was the only person of note in

Canada in Canada? A. That is correct.

Q. And you have been in Canada for some time?

A. Yes, for some time.

Q. They have been working on their

own, and their production is very low and

trials of Canada have been so high -

Q. That is correct, but it is in competition

it is impossible, positively impossible to buy it.

Q. And therefore you are either compelled to import acetate yarns at a very high rate of duty -- A. It has been reduced.

5 Q. I am coming to that in a moment. Up until the present budget you have been compelled to import acetate yarns at a very high rate of duty? A. 28 cents a pound to be sure.

10 Q. 28 cents a pound, and with that rate of duty that was on were you able to engage profitably in weaving celanese fabrics? A. If I may be permitted, Mr. McRuer, I would like --

15 BY THE COMMISSIONER: Q. Just amminute, was 28 cents a pound the only duty? A. No, there were some other duties on it.

Q. Was there any ad valorem duty? A. I don't think from the States or from England.

20 MR. McRUER: I have it here.

THE WITNESS: Mr. Pelletier -

MR. PELLETIER: 28 cents is the minimum for American, on the general tariff, and 20 cents a pound on the British Preferential.

25 THE COMMISSIONER: The present tariff is that?

MR. PELLETIER: No, the present tariff now, there is no minimum.

THE COMMISSIONER: Before the present tariff?

30 MR. McRUER: It is in our exhibit 124, my lord. Up until the budget that has been just brought down revising the tariffs on acetate yarns - the acetate

it is impossible, positively impossible to pay it.

... but therefore you are either compelled to ignore

accrue yours at a very high rate of duty --

has been reduced.

... I am coming to that in a moment. UP until

the present budget you have been compelled to ignore

accrue yours at a very high rate of duty?

cents a pound to be sure.

... 30 cents a pound, and with that rate of duty

that was on were you able to engage satisfactorily in any-

ing Chinese fabrics? ... if I may be permitted,

... I will say --

BY THE CHAIRMAN: A. That is all right, yes.

cents a pound the only duty? A. No, there were

some other duties on it.

... Was there any ad valorem duty? A. I don't

think from the duties of from England.

MR. WATSON: I have it here.

THE CHAIRMAN: Mr. Hollister --

MR. HOLLISTER: 30 cents is the minimum for

American, on the general tariff, and 30 cents a pound

on the British preferential.

THE CHAIRMAN: The present tariff is that

... No, the present tariff now, there

is no minimum.

... the present tariff is that

... is to be the tariff now, there

... until the budget that has been just brought down

... the tariff on accreted yarns -- the present

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yarns and the rayon yarns were classed as artificial silk yarns without any distinction; that is correct, isn't it? A. I think it is correct, I would not be able to answer that.

Q. And the rate on artificial silk yarns was 20 per cent. ad valorem on the British preference and 30 per cent. on the intermediate, and 35 per cent. on the general, the duty to be not less than 20 cents a pound on British Preference, 28 cents on intermediate and 28 cents on the general. In the revision that has just been accomplished acetate yarns have been segregated from rayon yarns.

THE COMMISSIONER: Is there any change made in the rayon duties or just the acetate?

MR. McRUER: I will look and see, my lord. On the acetate, my lord, the rate on the British Preference is 5 per cent. under the intermediate 30 per cent. and under the general 35 per cent. The intermediate and the general are not changed. Under the British Preference the rate was 20 per cent. and is now 5 per cent. and the minimum of 20 cents taken off.

THE COMMISSIONER: Does the specific requirement remain on the intermediate and general tariff?

MR. McRUER: Yes, my lord, that remains according to the memorandum that I have here.

THE COMMISSIONER: The only reduction is in respect to British importation.

MR. McRUER: It is a minimum specific.

...the rate on artificial silk yarns was 20
per cent. as valorem on the British preference and
30 per cent. on the intermediate, and 35 per cent. on
the general, the duty to be not less than 20 cents
a pound on British preference, 25 cents on intermediate
and 28 cents on the general. In the revision that
has just been accomplished acetate yarns have been
segregated from rayon yarns.

THE COMMISSIONER: Is there any change made in
the rayon duties or just the acetate?

MR. MORRIS: I will look and see, my lord.
On the acetate, my lord, the rate on the British
preference is 5 per cent. under the intermediate 20
per cent. and under the general 25 per cent. The
intermediate and the general are not changed. Under
the British preference the rate was 20 per cent. and
is now 5 per cent. and the minimum of 20 cents taken off
The Commission: Does the specific reduction
apply on the intermediate and general tariff?

MR. MORRIS: Yes, my lord, that remains according to
the memorandum that I have here.

THE COMMISSIONER: The only reduction is in respect
of British importation.

MR. MORRIS: It is a minimum specific.

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THE COMMISSIONER: But the only change is in respect to British importation.

5 MR. McRUER: Yes, my lord. In regard to the rayon yarns there is a classification (b) in the Tariff which covers rayon and the only change there is that the minimum of 20 cents is taken off leaving under the British Preference an ad valorem of 20 per cent.

10 THE COMMISSIONER: Regardless of the amount purchased.

MR. McRUER: Yes.

15 THE COMMISSIONER: In respect to the intermediate and general tariff there is no change in rayon?

MR. McRUER: No. These figures that I have given your lordship I must say, because they are going down on the record are taken from a memorandum that has been supplied to me and I think they are correct but we will have to, at some stage, have them officially put on the records. I don't want the record to appear that they are conclusive.

20 THE COMMISSIONER: You will find out from Mr. Binz what he has to say about that.

25 MR. McRUER: Yes.

30 Q. Now, I had asked you, I think, if you were able to engage in the manufacture of artificial silk fabrics from acetate yarns profitably at the prices yarns were quoted to you in Canada and you told me that it was absolutely impossible? A. May I amplify that

But the only change is in

respect to British importation.

Mr. McNamee: Yes, my lord. In regard to the

rayon yarns there is a classification (b) in the

tariff which covers rayon and the only change there

is that the minimum of 20 cents is taken off leaving

10 cents.

per cent.

THE COMMISSIONER: Regardless of the amount

purchased.

Mr. McNamee: Yes.

THE COMMISSIONER: In regard to the intermediate

and general tariff there is no change in rayon?

MR. McNamee: No. These figures that I have

given your lordship I must say, because they are going

down on the record are taken from a memorandum that has

been supplied to me and I think they are correct

but we will have to, at some stage, have them officially

put on the records. I don't want the record to

show that you are wrong.

THE COMMISSIONER: You will find out from Mr. Black

what he has to say about that.

Mr. McNamee: Yes.

Now, I had asked you, I think, if you were able

to engage in the manufacture of artificial silk fabrics

(this is a question of fact, not of law)

were quoted to you in Canada and you told us that it

was absolutely impossible? A. Yes I am afraid so.

statement, Mr. McRuer? Then I spoke about the acetate and celanese, which after all is the same yarn, we could never manufacture in Canada the plain clothes made out of the acetate the same as produced by the Celanese Corporation of Canada and be able to compete with them at no time, but what we do is we make a combination and mix silk and acetate, silk and rayon, and rayon and acetate, and we make fancy goods.

Q. I am coming to that too. Then, you decided to use acetate yarns for mixing with rayon? A. We did not decide, we were compelled to.

Q. You were compelled to; why do you say "compelled to"? A. The style trend compells us to do certain things to conform, it is the style trend.

Q. To meet the style trends you had to do that? A. Right.

Q. And can you purchase the supplies that you need at prices that you could manufacture profitably, purchase from the Celanese company? A. To be truthful, yes.

Q. You could purchase them? A. Yes.

Q. From the Celanese Company? A. No, not from the Celanese Company, I am talking from outside.

Q. I am talking from the Celanese Company? A. It is out, there is no use talking about it, you cannot.

Q. You cannot do business with them. Then, you

Page 11

... I am coming to that too. Then, you decided
to use acetate yarns for mixing with rayon? ...
... You were compelled to; why do you say so?
... The style trend compels us to do certain
things to conform, it is the style trend.
... To meet the style trends you had to do that?
... Right.
... And you purchased the supplies from the rayon
at prices that you could have obtained elsewhere?
... To be
purchased from the Japanese company?
... Yes.
... How do you know that?
... The Japanese company, I am talking from outside.
... I am talking from the Japanese company.
... If it is out, there is no way of knowing about it.
... Yes.

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Binz

had to go abroad and import your supplies for your requirements?

A. Correct.

Q. You imported some from Great Britain and you imported some from the United States?

A. Correct.

Q. What do you say as to whether you could import them at the duties that prevailed heretofore in order to carry on your business satisfactorily and profitably?

A. I don't quite understand that. You will have to repeat that.

Q. Could you import them - you said you had to have them to meet the styles?

A. Correct.

Q. What do you say as to the duty that prevailed heretofore?

THE COMMISSIONER: Before this change.

BY MR. McRUER: Q. Before the change; I want to get your expression of opinion on these duties?

A. I will be glad to give it to you. I just want to make sure I understand the meaning of it.

Q. Because you are a manufacturer and I want to know what your opinion was of the duties that prevailed on acetate yarns in the circumstances?

A. Yes.

Q. What do you say about that? A. Well, in our mixtures we use two-thirds of another yarn besides acetate. Acetate was used before for the purpose of cross dyes. We have a fabric which is black and which is white and your white, it is

had to go abroad and ignore your wishes for your

reimbursement? A. Correct.

You reported some time back that you had

you reported some time back that you had

5

What do you say as to whether you could

import them at the prices that you had reported

in order to carry on your business satisfactorily

and profitably? A. I don't know whether I

10

that. You will have to report that.

I don't know whether you can

to have them to meet the needs? A. Correct.

What do you say as to the fact that you had

reported

15

the same thing

My Mr. Webster: A. Before the war; I went to

Get your expression of opinion on these facts?

A. I will be glad to give it to you. I just want

20

to make sure I understand the meaning of it.

A. Because you are a manufacturer and I want to

know what your opinion was of the matter that

reported on before you in the other country?

25

A. Yes, I will.

In our division we are interested in the

division of the

division of the

30

division of the

5 one dye stuff and we take the other dye stuff and it makes a cross-dye. You can work that way. In the novelty fabric it is different. In the plain fabric where you have only a small percentage of acetate that is used it does not affect us so badly that it made it impossible for us to do business.

10 Q. It did not affect you so badly that it did not make it impossible for you to do business because you required such a small quantity? A. Right.

BY THE COMMISSIONER: Q. A small proportion?

A. Yes.

15 BY MR. McRUER: Q. A small proportion; and will the reduction affect your business? A. It will help us. We are very glad for it.

20 Q. You think it will assist you in carrying on your business? A. It will give us an opportunity to take certain fabrics and put them out in a different price range, for different prices, range of prices.

25 Q. Just explain to his lordship what you mean by that? A. There are certain definite prices which dresses are sold for. There is what we call the \$3.75 dress, there is the \$5.75 dress, there is the \$6.75 dress, and it goes up to all kinds of 75's.

30 BY THE COMMISSIONER: Q. Are you talking of retail prices? A. Wholesale, my lord. We were never able to use mixtures successfully with the

1944

the two years but in the first year it was 100% and in the second year it was 100%.

the novelty factor is in different. In the plain fabric

where you have only a small percentage of acetate

that is used it does not affect us so badly that it may

it impossible for us to do business.

Q. It did not affect you so badly that it did

not make it impossible for you to do business because

you required such a small quantity?

BY THE COMMISSIONER: A. A small proportion?

A. Yes.

BY MR. NEUBER: A. A small proportion; and will

the reduction affect your business?

A. It will help us. We are very glad for it.

Q. You think it will assist you in carrying on

your business?

A. It will give us an opportunity to take certain fabrics and put them out

in a different price range, for different prices,

range of prices.

Q. Just explain to his lordship what you mean

A. There are certain definite prices

by the way?

which we have had with us.

the 45.75 dress, there is the 45.75 dress, there is

the 40.75 dress, and it goes on to all kinds of things

BY THE COMMISSIONER: A. Are you talking of

A. Wholesale, my lord. We are

5 \$3.75 dress. Most of our mixtures went into the
\$5.75 and up. With the new tariffs we will be
able to bring out certain clothes, to put it in the
\$3.75 dress price range which will be very helpful
to us.

Q. I suppose the demand for the cheaper dress
is very great? A. It is six to four.

10 BY MR. McRUER: Q. What do you say as to whether
it will enable you to meet the demands for the cheaper
dress and promote your business and give you an
opportunity of increasing your wages? A. Very
much so, Mr. McRuer.

15 BY THE COMMISSIONER: Q. You hope to be able
to increase your wages? A. I not only hope so
but I know so.

Q. You intend to? A. I certainly do.

20 BY MR. McRUER: Q. Just to get your own view
of this situation which is new within the last few
days; do you feel that you will be able to increase
wages on account of the fact that the duty on acetate
yarns has been reduced? A. It will be helpful.

25 Q. It will assist you in increasing your wages?
A. Decidedly so.

Q. Then, just in that regard I would just like
you to tell his Lordship why you say so; just tell
his lordship your reason for saying that?

30 A. Pardon?

Q. Just tell his lordship why you say that?

10

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Q. Now, most of our mixtures went into the
A. Yes, and up.

Q. With the new tariffs we will be
A. Yes, I suppose the demand for the cheaper dress

is very great? A. It is six to four.

Q. What do you say as to whether
A. It will enable you to meet the demand for the cheaper

dress and promote your business and give you an
opportunity of increasing your wages? A. Very

Q. You hope to be able

A. I not only hope so

but I know so.

Q. You intend to?

A. I certainly do.

Q. Just to get your own view

of this situation which is now within the last few

days; do you feel that you will be able to increase

wages on account of the fact that the duty on coats

is so high? A. It will be helpful.

Q. Then, just in that regard I would just like

you to tell me how you feel about this?

A. Yes, I feel that it is a very good thing.

Q. Tell me how you feel about this?

A. I figure it when the new tariff comes through it will be in between two and three cents a yard. It depends entirely as to the fabric which you are running.

5

BY THE COMMISSIONER: Q. Depends on what?

10

A. On the fabric, the weight of the fabric; if the weight is heavy the saving is great, if the weight is less the saving is smaller. We get a certain price for the higher priced goods on which we will save two cents, two and a half cents, or three cents a yard. Part of that could be given over to labour.

15

The cost price of that particular fabric will not change as long as it goes into a certain price range of dresses. Therefore, labour will have a certain advantage due to lower tariff because it puts us more in a position where we can sell goods at a price at which it justifies us to manufacture the goods.

20

You see, there is one thing, Mr. McRuer made a statement on wages, and if I have your permission, your Lordship, I would like to say a few words on that.

THE COMMISSIONER: Go on.

25

A. I would like to make certain definite remarks here but I am not certain what I may say, my ideas, they may not be the proper thing to say at the moment. But I could lay down a certain idea of my own which I have nourished for quite a few years, and which would possibly show you somewhat of a picture, our picture, or the picture of the industry in general which I think

30

A. I think it was the new tariff which was
it will be in between two and three cents a yard.
It depends entirely on the fabric which you are

at that point of view: it depends on what?

... of the fabric, the weight of the fabric; if the
weight is heavy the saving is great, if the weight
is less the saving is smaller. We get a certain

price for the higher priced goods on which we will
save two cents, two and a half cents, or three cents

... of that could be given over to labour.

The cost price of most particular fabrics will not

change as long as it goes into a certain price range

of the goods. Therefore, labour will have a certain

... it puts me

... in a position where we can sell goods at a price

at which it enables us to manufacture the goods.

... there is one thing, Mr. Speaker, we are a nation

... on wages, and if I have your permission, your

... I would like to say a few words on that.

THE COLLECTOR: Go on.

A. I would like to make some remarks on that.

... what I say, my friends,

... they may not be the proper thing to say at the moment.

... I could say down a certain idea of my own which

... have mentioned for quite a few years, and which would

... I think you would be a pleasure to discuss.

... the question of the tariff in general, and I think

might possibly be helpful to you gentlemen to a certain degree. We spoke about the wages here in Montmagny and everybody has made remark as to the low wages which we pay. Let us at once go, as Mr. McRuer mentioned in some previous report, and correct that a little bit. What do we pay here per hundred thousand picks. Never mind the actual wage, what do we pay per hundred thousand picks. I know what I have paid and I have made a fairly accurate comparison between one mill and another one. I will pay here on an average of \$1.30 per hundred thousand picks, and I want this on the record, Mr. McRuer. \$1.30 cents per hundred thousand picks -

BY MR. TREMBLAY: Q. That is the average?

A. That is the average; we pay as much as \$1.50.

BY MR. McRUER: Q. Are you referring now to piece-work? A. I am referring to piece-work.

Q. All right? A. \$1.30 per hundred thousand picks on rayon goods or on silk goods, that is our average to-day. Now, I have been able to have certain testimony as to what other mills are paying per hundred thousand picks, and I think it is a good rate to pay. Of course, we must realise at once that this industry has accomplished something that is wonderful, which is fantastic, which is the most remarkable occurrence in history for a long time, and when business gets bad people don't reduce wages like they used to do in the olden days. After all,

might possibly be helpful to you gentlemen to a cer-

tain extent.

Now, let me say that I have made a fairly accurate compar-

ison between the silk and another one. I will pay

here on an average of \$1.30 per hundred thousand picks,

and I want this on the record, Mr. Menard, \$1.30

cents per hundred thousand picks -

By Mr. Bryce: That is the average?

A. That is the average; we pay as much as \$1.50.

By Mr. Bryce: Now you referring now to

piece-cuts? A. I am referring to piece-cuts.

A. All right? A. \$1.30 per hundred

thousand picks on rayon goods or on silk goods,

that is our average to-day. Now, I have been

able to have certain testimony as to what other mills

are paying per hundred thousand picks, and I think

it is a good rate to pay. Of course, we must realize

that is wonderful, which is fantastic, which is the

most wonderful occurrence in history for a long time,

and that is why we have had people don't realize wages

that we need to be paid for our work.

I have been in the business for 30 years and I should know something about it. Now, do you know what they do? They add additional units to the people in order to sweeten it up a little bit. Now, we have a mill down here where we are employing 230 people. We could run this plant here with 100 people. All we have to do is put in automatic looms, all automatic machinery, and we can give one person 20, 24, or 30 looms. It has been done in the States. They pay as low down there as 30 cents one hundred thousand picks. If I have \$50 to spend and I want to pay five people \$10 isn't it better to do that rather than pay one man \$20 and save the other \$30 myself. Which is the better way to do business? Now, we have been criticized for doing that. I don't know if there is a better way to allay the fear of the people due to the consistent unemployment which is taking place to-day, but to give them work and to split up your work into a number of units sufficient to take care of them and let us increase the wages all around. I shall be the first one providing it will pay us. I shall be the first one to pay any price that I can, happy, happy to do that. But we come to the question of units. This industry to-day, has, I think, about 115,000 people employed. Am I correct, Mr. McRuer, something like that, is that right?

Q. I don't know.

BY THE COMMISSIONER: Q. In Canada?

I have been in the business for 30 years and I know

know something about it. Now, do you know what

they do? They add additional units to the people

in order to sweeten it up a little bit. Now,

we have a mill down here where we are employing 280

people. We could run this plant here with 100

people. All we have to do is put an automatic

looms, all automatic machinery, and we can give one

person 20, 24, or 30 looms. It has been done in

the States. They pay as low down there as 30

cents one hundred thousand picks. If I have

\$100 to spend I want to pay five people \$10 each

it better to do that rather than pay one man \$100

and save the other 90 myself. Which is the

better way to do business? Now, we have been

criticized for doing that. I don't know if there

is a better way to allay the fear of the people due

to the constant unemployment which is taking place

to-day, but to give them work and to split up your

work into a number of units sufficient to take care

of them and let us increase the wages all around.

I shall be the first one providing it will pay us.

I shall be the first one to pay any price that I can,

happy, happy to do that. But we come to the

question of units. This industry to-day,

I think, about 15,000 people employed. And I do not

know, but I don't know.

A. Yes, sir, the entire textile industry.

I am talking about the entire industry now. If we
as a manufacturer see certain difficulties ahead we
have a silent partner in the Government. After all,
the Government is our partner because they participate
in our profit. Consequently, we consider them as
a partner. Then, we know that we can go to our
partner and tell them our troubles, and we hope that
the Commission has been appointed to study that,
and for that reason I take the opportunity to talk
about it. We go to the Government and we say,
"This is our condition, you have 100,000 people employed
to-day; if we consistently give more units to the
people how long will it be before we shall have
higher production and we have less people employed,
and who is going to buy our goods. If we take the
job away from some girl-worker, or the boys, they
will not be able to buy so much. We are killing their
purchasing power in giving too many units to a man.
That is what I have to say on the question of units.
Then, the question has been raised previously in
this investigation about unions. Mr. Lauffer
made a statement, and I shall answer it. I am
very happy to see the unions because the unions
will look eye-to-eye with us on many questions.
The unions were instrumental in England in reducing
the units for working. If the unions out here

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1. Yes, the entire family is involved.

can accomplish that they have not only helped themselves but they have helped the industry in general.

BY MR. McRUER: Q. I intended to ask you that question, Mr. Binz. A. I am not familiar with court room things, I am just a manufacturer.

Q. It is quite all right. I just want to make it clear so that we may absolutely understand one another as to your attitude toward unions; your attitude is that you welcome them? A. I should hope so.

Q. Among the men because you feel that they are working in the interest of labour and the interest of labour after all is the interest of the manufacturer?

A. We as manufacturers, Mr. McRuer, we have got the right to organize ourselves. Isn't it right that labour should have the same right?

Q. That is a very fair way of putting it? A. I believe I will be criticized for what I say, but I say it just the same.

Q. Mr. Binz, that is another angle, and I am very glad to have your observations on it. I have forgotten for the moment just where we were at before we got away on to this.

THE COMMISSIONER: You asked Mr. Bins his opinion of the effect of the changes in the tariffs, in respect to wages.

BY MR. McRuer: What you felt the effect would be of the change in the Customs Tariff on the labour man,

can accomplish that they have not only helped them-
selves but they have helped the industry in general
BY MR. McHURR: W. I intended to ask you that

question, Mr. Hint. A. I am not familiar with

court room things, I am just a manufacturer.

W. It is quite all right. I just want to

make it clear so that we may absolutely understand

one another as to your attitude toward unions;

your attitude is that you welcome them? A. I

should hope so.

W. Among the men because you feel that they are

working in the interest of labour and the interest

of labour after all is the interest of the manufacturer

A. We as manufacturers, Mr. McHurr, we have got the

right to organize ourselves. Isn't it right that

labour should have the same right?

W. That is a very fair way of putting it? A. I

believe I will be criticised for what I say, but I

say it just the same.

W. Mr. Hint, that is another angle, and I am

very glad to have your observations on it. I have

forgotten for the moment just where we were at

before we got away on to this.

THE CHAIRMAN: You asked Mr. Hint his opinion

of the effect of the changes in the tariffs, in respect

BY MR. McHURR: What you felt the effect would

of the change in the Customs tariff on the labour man,

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and your opinion, I take it, was that you thought it would be beneficial insofar as your business was concerned?

A. I think so.

5 Q. One other observation that you made that interests me; I take it that you thought that you would be able to produce a fabric that would conform to the current styles and be within the price range that you met?

A. The popular price range.

10 Q. Within the popular price range, that would meet the demands of poor people, people who did not have as much money to spend as some. We will put it that way, you agree with that?

A. I think so.

15 Q. It is a fact, is it not, that acetate yarn has found quite a demand among the public generally for putting a little more style into rayon fabrics.

Let us get that. I want to get your observation on that because I have been told that?

A. You are correct.

20 Q. Acetate yarn has a little bit more style to it than ordinary yarn?

A. If I may correct you, that is not quite so. Acetate has not more style to it. The style is all alike so far as the ordinary yarn is concerned, but the combining of the two makes a beautiful fabric, makes a lively fabric, gives it life, gives it pep, gives it value.

25 Q. That is what I have gathered from my discussion and I wanted to hear from you on it.

30 Do the Celanese Company turn out a fabric at all that is based on a combination of rayon and acetate,

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viscose and acetate?

A. That is hard to answer.

I put my foot into it if I do and I put my foot into it if I don't. They may have, I don't know.

I don't see every fabric they make although I see quite a few. I have salesmen that go around and see what is going on.

Q. Probably it is not fair for me to ask you that-

THE COMMISSIONER: What company?

MR. McRUER: The Celanese Company; my question was in view of what Mr. Binz had said do they weave a fabric which is composed of acetate and viscose yarns, a combination that Mr. Binz has mentioned, but we will find that out from them? A. I think they will give you that information more accurately than I can.

Q. Well now, have you got the contracts that were entered into between the M.E. Binz Company and the Factors Limited that are mentioned? A. We have a copy.

Q. You have a copy of the contract? A. Yes, do you want to file that? Mr. Pelletier, you have a copy of that?

MR. McRUER: Mr. Tremblay has raised the question as to how this contract and another one that was referred to shall be treated.

THE COMMISSIONER: Contract between --

MR. McRUER: Factors Limited, that is the selling company.

THE COMMISSIONER: We will treat that confidentially.

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viscose and acetate?

A. That is hard to answer.

Q. You say that is hard to answer?

A. You don't see every fabric they make although I see a

few. I have salesmen that go around and see what

is going on.

Q. Probably it is not fair for me to ask you that-

A. The company is that company.

MR. BRYDIE: The Celanese company; my question

is in view of what Mr. Bink had said do they have

a factory in Canada or do they have a factory

in the States, a combination that Mr. Bink has mentioned,

and we will find out from them.

Q. They will give you that information more completely

than I can.

A. Tell me, have you got the contracts that

were entered into between the A.C. Bink Company and

the Factors Limited that are mentioned?

A. I have.

Q. You have a copy of the contracts?

A. Yes, I do. You want to see them?

Q. Yes, please.

MR. BRYDIE: Mr. Tremblay has asked the question

if you had the contracts and would you show them?

A. Yes, I will.

Q. Yes, please.

A. Yes, I will.

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MR. McRUER: I am satisfied to treat it and
the Schuler Company both confidentially. I will
file copies of the written contract. That is all
5 we want to know about their contracts. You will
file copies of the written contracts, Mr. Tremblay?

MR. TREMBLAY: Yes.

MR. McRUER: Thank you.

Q. Then, Mr. Binz, one other question or two
10 I want to get on the record from you? A. Thank you.

Q. Have you any financial interest in Factors
Limited? A. I have not.

Q. Have you any interest in the Schuler Company?
15 A. I control half of it.

Q. You control half of it? A. Yes.

Q. Then, I will ask you to file with us -
I have asked Mr. Pelletier to give me a list of
the executive salaries and bonuses. A. That is
20 right.

Q. I will add to that a list of any salaries
bonuses, or dividends on shares, etc. that you might
have there from the Schuler Company? A. Yes, sir,
25 that has been described in the letter which --

Q. It is mentioned there but I want to file it,
just file the written document? A. I will be
very happy to.

30 BY MR. TREMBLAY:

Q. Have you any statement to make about that

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Bink

Mr. McNamee: I am satisfied to treat it as
the Schuler Company both confidentially. I will
file copies of the written contract. That is all
we want to know about their contracts. You will
this copy of the written contract, Mr. McNamee.
Mr. McNamee: Thank you.
Q. Then, Mr. Bink, one other question or two
I want to get on the record from you? Thank
Q. Have you any financial interest in Western
Limited?
A. I have not.
Q. Have you any interest in the Schuler Company
A. I control half of it.
Q. You control half of it?
A. Yes.
Q. Then, I will ask you to file with us -
I have asked Mr. Bellister to give me a list of
the executive salaries and bonuses.
A. That is
right.
Q. I will add to that a list of any salaries
bonuses, or dividends on shares, etc. that you might
have there from the Schuler Company?
A. Yes, sir.
Q. That has been discussed in the letter which --
A. It is mentioned there but I want to file it.
Q. Just file the written document?
A. I will be
very happy to.
Mr. McNamee:
I have no statement to make about that

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Issue of bonds for \$30,000? A. Yes, I

particularly want to make a statement on that.

I take great pride in making a statement on that.

5 That is one point which was raised here and which I
felt very bad about. When we asked permission to
issue a bond issue of \$30,000, we were negotiating
with the Bank Nationale to purchase these two buildings
here.

10 BY THE COMMISSIONER: Q. The buildings you have
got now? A. Yes, my lord. The price of these
buildings including the improvements, the heating
and the general fixing up would just about make the
15 figure of \$30,000. That is the reason why we
asked for that amount. The Banque Nationale, however,
they carry a mortgage to-day which we pay off over
an extended period which makes that bond issue un-
necessary at the moment. Therefore we were able
20 and glad to cancel it. I don't want to have it
on the record that I cancelled it under a cloud.

I cancelled it because I want to state it is unnecessary
to-day because the purpose of it has been accomplished
25 by the mortgage which the Banque have on the buildings
at the moment.

Q. Very well, that is on the record.

30 BY MR. McRUER: Excuse me, there is one question
I would like to ask Mr. Binz. Have you been in
this business all your life? A. Since I was
about 12 years old.

issue of bonds for \$50,000? A. Yes, I

particularly want to make a statement on that.

I take great pride in making a statement on that.

That is one point which was raised here and which I

felt very bad about. Then we asked permission to

issue a bond issue of \$50,000, we were negotiating

BY THE COMMISSIONER: The buildings you have

Got now? A. Yes, my lord. The price of these

buildings including the improvements, the heating

and the general fixing up would just about make the

figure of \$50,000. That is the reason why we

asked for that amount. The Bank of Montreal, however,

they carry a mortgage to-day which we pay off over

an extended period which makes that bond issue un-

necessary at the moment. Therefore we were able

and glad to cancel it. I don't want to have it

on the record that I cancelled it under a cloud.

I cancelled it because I want to state it is unnecessary

to-day because the purpose of it has been accomplished

at the moment.

. Very well, that is on the record.

BY MR. MONAGHAN: Excuse me, there is one question

I would like to ask Mr. Brydie. Have you been in

any business all your life? A. Since I was

born 12 years old.

BY THE COMMISSIONER: Q. Where was that?

A. Switzerland, my lord.

BY MR. McRUER: Q. How long in the United States? A. Since 1916.

Q. Were you in the silk weaving business in Switzerland? A. Yes, I learned my business there. I went to a textile school there.

Q. Did you work in the mills there? A. Yes.

Q. What class of mills did they have? Were they large mills or small weaving plants? A. Switzerland mostly have large mills. They have got a few small ones but the average mill is a large plant.

Q. Were you would have - A. That is at the time that I was there, I cannot say since.

Q. Has it changed since? A. Yes, there are more smaller plants to-day than there were.

Q. There are two aspects of the industry that interest me and I want to get your views and your experience on them? A. Yes.

Q. You are an operator of a small mill? A. Yes.

Q. In a town where it is necessarily a part of the community if I might say so? A. Correct.

Q. On account of it being small, and the personal interest in it; on the other hand we have large mills probably not so much in the silk business as in ~~in~~ some other branches of the textile industry where you will have 2,000 employees brought together to work on automatic looms in a big mill? A. That is right.

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BY THE COMMISSIONER: Is there any more?

BY MR. WOODWARD: How long is the United States?

Since 1916.

Were you in the silk weaving business in Switzerland?

Yes, I was in the silk weaving business in Switzerland.

I was in the silk weaving business in Switzerland.

Did you work in the mills there?

What class of mills did they have?

They have large mills or small weaving plants?

Switzerland mostly have large mills. They have got a few small ones but the average mill is a large plant.

How many would have -

the time that I was there, I cannot say since.

Has it changed since?

Are more smaller plants today than there were?

There are two aspects of the industry that interest me and I want to get your views and your experience on them?

Yes.

Are you an operator of a small mill? A yes.

In a town where it is necessarily a part of the community it I might say not.

On account of its being small, and the business interest in it; on the other hand we have large mills probably not so much in the silk business as in the cotton business.

Will have 2,000 employees brought together to work on automatic looms in a big mill?

That is

Q. Two distinctive types of operation?

A. I dare say so.

Q. From an economic point of view they are distinctive? A. Correct.

Q. Now, you say that in Switzerland when you were there they had large mills? A. They had large mills, the Schwarzenbach, the Stunzi and the Stehli, those were the large mills.

Q. They were large mills? A. They were the outstanding factories at the time.

Q. How many employees would these mills have?

A. At the Stunzi they had five plants, three in Switzerland, one in Germany, and one in France.

Q. How many employees in one mill? A. About 1500 people.

Q. About 1500 people? A. Yes.

Q. Are they running still? A. No.

Q. They are not? A. They are very wealthy people but they don't operate.

Q. These large mills have discontinued?

A. They have stopped.

Q. Do you know what the economic reason is?

A. I know the reason, there is no exports. The biggest business Switzerland used to do was with England and Canada.

Q. I see; what do you say, or do you want to say anything as to the economic value of the small mill as compared with the large mill.

Two distinctive types of operation?

A. I dare say so.

From an economic point of view they are dis-

timative?
A. Correct.

Now, you say that in Switzerland when you

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About 1500 people? A. Yes.

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A. I know the reason, there is no export. The

biggest business Switzerland used to do was with

I see; what do you say, or do you want to

say anything about the economic value of the mills?

Will you discuss with the large mills?

BY THE COMMISSIONER: Q. I think before that, Mr. McRuer, he has told us that the exports from Switzerland and to Canada stopped; was that due to the Customs Duties?

A. It is not only because of the tariff, my lord, but the countries themselves, the plants, a lot of Swiss have been moved to England. They took the looms to England, moved them to England and operate there.

BY MR. McRUER: Q. I suppose that might be inferred to a certain extent with some of our exports to Switzerland? A. Well now, we don't want to go into that.

Q. At any rate, without taxing you with that economic problem I would like to know if you wish to express any views on the economic value of the small mill with non-automatic machinery as compared with the large mill with automatic machinery?

A. Mr. McRuer, I think I will be able to help you to get an enlightenment on that point. The small mill, managed under one head who can control all the items pertaining to the business, who can style fabrics and is not always in a rush to run here and there and then another place, has a decided possibility to-day, because we must not forget that the Canadian, American, and English woman has become style-conscious, and the minute people become style-conscious and the minute conditions are getting only a little better the small mill which is able to make a certain type of goods and is careful of

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BY THE COMMISSIONER: Q. I think before that,

Mr. Morner, he has told us that the exports from

Switzerland are to some extent, and that they go

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of the tariff, my lord, but the countries themselves,

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possibility to-day, because we must not forget that

the quality, the style, and the price of the goods

style-consciousness, and the minute people become style-

conscious and the minute they become style-

only a little better the small mill will win in the

5 their style and careful of their production will
be able to remain in business. There is, however,
a condition which arises from time to time, as I
have explained to Mr. McRuer outside, that there is
a lull between two seasons. We distinguish clearly
between the spring season, summer season, and fall
season, and the lulls exist from the month of May,
the end of May to the middle of July and in November
10 to the middle of December. Those are our lull periods.
During those lull periods we always like to manufacture
staple goods, even if we take a loss, my lord,
we don't care.

15 BY THE COMMISSIONER: Q. You what? A. Even if
we take a loss, we don't care, we keep running..
I cannot afford to let my people go and give them
nothing to do. Assuming we make a profit a couple
of months before and we have to give part of it back,
20 all right, give it back, and let us keep the people
busy. We cannot run on fancy goods. In fancy
goods they either represent a stable value or they
don't. On the staple goods if the price is 39
cents it might go down to 38 or 37 cents. On the
25 fancy goods, instead of 30 cents you might get only
30 cents and the loss will be too heavy. That is
why in a small mill we cannot do anything but operate
on a certain amount of staple merchandise in order
30 to be able to keep going normally.

Q. A large mill could not economically operate

their style and quality. In fact, however, there is, however, a competition which arises from time to time, as I have explained to Mr. McPherson outside, that there is a fall season, summer season, and fall season, and the falls exist from the month of May, the end of May to the middle of July, and in November to the middle of December. Those are our fall periods. During those fall periods we always like to manufacture staple goods, even if we take a loss, my lord, we don't care.

BY THE COMMISSIONER: A. You want? A. Yes, if we take a loss, we don't care, we keep running. I cannot afford to let my people go and give them nothing to do. Assuming we make a profit a couple of months before and we have to give part of it back, all right, give it back, and let us keep the people busy. We cannot run on fancy goods. In fancy goods they either represent a staple value or they don't. On the staple goods if the price is 33 cents it might go down to 32 or 31 cents. On the fancy goods, instead of 30 cents you might get only 20 cents and you will be the loser.

why in a small mill we cannot do anything but operate and we are not able to keep going normally.

on a large scale on these specialty lines? A. They could not touch it at all. When they begin to put an order through it has got to be one thousand or two thousand pieces. They could not put an order in for 20 pieces. By the time the order goes through the mill the order is lost and you never see the goods.

Q. What do you say as to whether it is economically sound for Canada to attempt to manufacture these specialty lines with the limited market that we have here, or whether it would not be more in the interest of the consumer to permit free importations of them from countries where they have a big enough market to manufacture specialty lines on a large scale?

A. Specialty lines, Mr. McRuer, could not be imported successfully except if they are imported from the United States. The element of time enters there and the element of time is important when it comes to style merchandise. The only market that it could be bought from would be the United States because over night there are deliveries from New York to Montreal.

Q. As far as other countries are concerned, with the exception of the United States, you would not have much fear from lower customs duties on these specialty lines such as you manufacture? A. Yes.

Q. You would? A. Wait a minute, Mr. McRuer, I don't want to answer that question in that way.

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could not touch it at all. When they begin to
put an order through it has got to be one thousand
or two thousand pieces. They could not put an
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from the United States. The element of time enters there
and the element of time is important when it comes
to style merchandise. The only market that it
could be bought from would be the United States because
over night there are deliveries from New York to
Q. As far as other countries are concerned, with
the exception of the United States, you would not
have such fear from lower custom duties on these
specialty lines as you have in the United States?
A. Yes.
Q. It is a mistake, Mr. Brydier, to want to answer that question in that way

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Binz

I would like to answer the question in the way which I think would be more elaborate. I make a trip to Europe some times once, sometimes twice a year. I went over in the year 1934 in the fall and I stayed over there eight weeks. I went there for the purpose to find out what possibilities existed to export merchandise from Canada to the British market, not to England only, but to Australia, New Zealand, and South Africa. At that time, we were not fancy manufacturers. That was the beginning of it. That is when we started, and the plain goods which I showed over there, there was not a chance, not a chance, why, we did not come anywhere near what they could obtain it for from other countries. It is not only Japan, there is Italy, they export a great deal down to South Africa. In fact, English houses showed me Italian goods which were far below what we could produce them at. On the fancy goods we have a field where we have a chance but on the plain goods we have not the remotest chance. There is only one danger which enters into this field. Let us assume that all plain goods comes into this country duty-free and it stops operating certain looms, certain mills with looms which are operating on those goods now. Those mills have got to do something, and isn't it reasonable to assume that they would perhaps go after my skin.

Q. I suppose, and is it not a fact that when

BIRD

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the duties are put up high then the manufacturers from outside Canada come into Canada to go after the skins of the fellows that are in there? A. There is no doubt about that. That, of course, is a condition which is likely to happen. There is, of course, a number of things in conjunction with this matter. When you figure in reality something out, let me see -- I will take a piece of paper and a pencil and we will figure on a certain article that is selling in this market very heavily, in big volume, and that article used to sell for 52½ cents and it is peddled down to 30 cents. There is a difference in the raw yarn purchase of maybe about two and a half or three cents. All the rest of it was cut out somewhere, chiselled 'around here, chiselled around there, until it became unprofitable, we stopped, we had to give it up. We could not touch it. Now, when you figure out, say you take this article costing 40 cents and you are paying \$1.30 for one hundred thousand picks. \$1.30 for one hundred thousand picks amounts to about 2 cents a yard.

BY THE COMMISSIONER: Q Per yard? A. Yes, for weaving; let us say we pay an extra cent, or three cents a yard. One cent, you can figure another cent for overhead which is about the spread which will come in the costs. So, figure it at 2 cents if you give more here, you have got to give more to

So it is two cents, there.

It takes three yards for one dress, say, so that is six cents more that the dress cost, and we can double our wages. For six cents a dress more we can double our wages. You see, that is the story, pay more wages, pay higher wages, and charge more. Every extra cent is three cents on a dress. Now, who would worry about three cents on a dress? That is the condition.

MR. McRUER: Q. Is it not a fact that in the internal competition that has grown up in the trade in the last five years has been the very thing that has militated against accomplishing what you suggest?

A. Yes, and why, because instead of cooperation amongst the industry, and I want to tell you frankly, your Lordship, that I am looking to your Commission to help us and show us our way. There is a lack of cooperation the rayon industry and a condition has arisen which will become eventually too hard for the individual manufacturer to bear. We have our plans made, and things arranged for, but if everybody is to start and take the course of dumping goods on the market, the next day cheaper the case becomes hopeless, absolutely hopeless.

Q. I want to ask you a question about these staple lines. You suggest you manufacture them in order to keep the mill going? A. Yes.

Q. When you do that do you put them on the market at a price that undercuts the other mills who are

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extra cent is three cents on a dress. Now, who would

pay about three cents on a dress? That is the

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t a price that undercuts the other mills who are

ordinarily engaged in the manufacture of staple lines?

5 A. I took an order last year, last August for 5,000 pieces of an article, for 35 cents a yard, which just worked us out nicely. In fact, we made a cent a yard profit on it. Those goods were sold as low as 22½ cents by the time I began to deliver. Should I not get all I can for it because we know that we have wages to pay.

10 Q. I just want to get the facts; what you put on the market of these staple lines, does it upset the market? You say you do it at cost?

A. My cost, Mr. McKuer, leaves a profit to the automatic manufacturer.

15 Q. Your cost leaves a profit to the automatic manufacturer? A. Yes.

Q. So that you are not undercutting his market?

20 A. I am not cutting his profit out. If a man wants to make 50 cents a yard that is his business and if I am willing to take one or two cents that is my business. I cannot be blamed for taking a loss if I feel like it.

25 Q. I am not criticizing you on it, but we might during the course of the investigation hear certain accusations - A. Yes.

Q. And I want now when you are near to give you an opportunity to explain any of these things?

30 A. That is correct; we don't undersell. There is no reason in God's world why we should, but naturally

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A. I took an order last year, last August for 5,000

pieces of an article, for 25 cents a yard, which

just worked us out nicely. In fact, we made a

cent a yard profit on it. Those goods were sold

as low as 22½ cents by the time I began to deliver.

Should I not get all I can for it because we know

that we have wages to pay.

A. I just want to get the facts; what you put

on the market of these staple lines, does it

upset the market? You say you do it at cost?

A. My cost, Mr. McNair, leaves a profit to the auto-

motive manufacturer.

A. Your cost leaves a profit to the automobile

manufacturer?

A. Yes.

A. So that you are not undercutting his market?

A. I am not cutting his profit out. It is a man

wants to make 50 cents a yard that is his business

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during the course of the investigation hear certain

accusations - A. Yes.

A. And I want now when you are near to give you

an opportunity to explain any of these claims?

A. That is correct; we don't understand. There is

no reason in God's world why we should, but naturally

there are certain periods of the year when we have got to sell cheap goods. We don't like it but we have got to.

5 Q. Now, another point in regard to the small mill, are the small mills not under a disadvantage with the large ones when it comes to selling?

The small mill cannot have as broad a selling force or selling agency as the large mill; what have you to say as to that? 10 A. Mr. McRuer, there are two separate issues involved in that question of yours. That is, the small mill and the large mill?

Q. Yes? A. The small mill has to have more representatives than the large mill.

15 BY THE COMMISSIONER: Q. More representatives?

A. Yes, and I will show you why. It sounds most peculiar but nevertheless it is a fact.

Q. What do you mean by that? A. More sales- 20 men, and I will show you why, my lord. We are custom tailors, we are not wholesalers. We make a suit for you, and a suit for this man, and 50 pieces here, and 20 there, and 10 there, on different types of goods. We are stylists, we are artists,

25 and the salesman has to go and sell his goods to all these different people, to each and every person. The large manufacturer has not got that difficulty. He works with large houses who lay down an order for 30 5,000 pieces, houses which place large sized orders, orders for 500 pieces, 200 pieces, one hundred pieces,

there are certain articles of the year and we have
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 have got to.

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 with the large ones when it comes to selling?
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 or selling agency as the large mill; what have you
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two separate issues involved in that question of yours.
 That is, the small mill and the large mill?
 Yes. A. The small mill has to have more
 representatives than the large mill.

By the gentleman: Q. More representatives?
 Yes, and I will show you why. It cannot more
 peculiar but nevertheless it is a fact.
 What do you mean by that? A. More sales-

men, and I will show you why, my lord. To the
 cotton regions, we are not wholesalers. We make a
 suit for you, and a suit for this man, and 20 pieces
 here, and 20 there, and so there, on different places
 of goods. We are affiliates, we are affiliates,

and the salesman has to go and call his goods to
 all these little places, he has to go and call his goods to
 The large manufacturer has not got that difficulty.
 works with large houses who lay down an order for
 1000 suits, 2000 suits, 3000 suits, and so on, and

at a time. I have not seen an order in my place on fancy goods for more than 10 or 15 pieces at a time, for the last year.

5 Q. We can just summarize it in this way, these selling cost of the small mill would be higher per volume of output than the large mill? A. The selling cost of the small mill is away above on fancy goods, and on plain goods.

10 Q. Just one other question, I want to give the Reporter a rest, in reference to your statement that you paid one dollar -- A. One dollar and thirty cents average per hundred thousand picks.

15 Q. How does that compare with the rate that is paid by the large mill? A. By the what?

Q. The large mill with the automatic looms? A. That, Mr. McRuer, you will have to find out, that I cannot tell you. I know what is paid in the States, but I have not been able to get the information here.

20 Q. What is paid in the States? A. As low as 30 cents per hundred thousand picks.

Q. Now, I think I am through practically with Mr. Binz, but there are one or two other questions that I want to ask him. I think if we might take a French witness it will give the reporter an opportunity to have relief. We have only one English Reporter.

25 THE COMMISSIONER: Then you will ask these questions later on in the day?

30 MR. McRUER: Yes, in the course of a very short time after the Reporter has had a rest. We will

At a time, I have not seen as much in the market
as many goods for some time as in the market of a time
ago. The market is better.

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selling cost of the small mill would be higher per
volume of output than the large mill. A. The selling
cost of the small mill is away above on fancy goods,
and on plain goods.

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Reporter a test, in reference to your statement that
you paid one dollar -- One dollar and thirty
cents average per hundred thousand picks.

Q. How does that compare with the rate that is paid
by the large mill? A. By the way?

... The large mill with the automatic looms
A. That, Mr. McGraw, you will have to find out, that
I cannot tell you. I know what is paid in the States,
but I have not been able to get the information here.
... that is paid in the States? A. As

low as 80 cents per hundred thousand picks.
... Now, I think I am thrown a little
with Mr. King, but there are one or two other questions
that I want to ask him. I think it is right to

French witness is still give the reporter an opportunity
to have relief. We have only one English reporter.
This Commission: Then you will ask these

... Yes, in the course of a very short
time after the Reporter has had a rest. We will

3868

Mr. Binz

not lose any time.

THE COMMISSIONER: We might as well adjourn for ten minutes now.

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-- Whereupon the Commission adjourned for a few minutes recess.

-- On resuming:

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BY MR. McRUER: Q. Just one question, Mr. Binz, and I think I am through with you. Insofar as your business is concerned, Mr. Binz, have you experienced any detrimental effect to your business due to Japanese competition since the first of this year?

A. Directly, no.

15

Q. Directly, no; have you any reservation about it?

A. To be frank about it I feel uneasy about it, but I have nothing to base my uneasiness upon, actual facts.

20

Q. You have found no Japanese articles selling that are in competition with yours? A. No.

Q. Underselling you or anything of that sort?

A. No, and I have studied quite a number of them.

25

Q. You have studied quite a number of them; well now, might I just get from you what you have in your mind as to the source of your uneasiness?

A. What will become of the looms, what will they do with the looms if they are not operated on their regular lines and they go into my goods,

30

Q. You mean if the Japanese shipped in a lot of goods that will compete with your competitors and

THE COMMISSIONER: We might as well adjourn for

-- whereupon the Commission adjourned for a few minutes recess.

-- On resuming:

BY MR. McHURR: Q. Just one question, Mr. Hinz, and I think I am through with you. Insofar as your business is concerned, Mr. Hinz, have you experienced any detrimental effect to your business due to Japanese competition since the time of this year?

A. Directly, no.
Q. Indirectly, no; have you any reservation about it?
A. To be frank about it I feel uneasy about it, but I have nothing to base my uneasiness upon, actually.

Q. You have found no Japanese articles selling that are in competition with yours?
A. No.

Q. Underselling you or anything of that sort?
A. No, and I have studied quite a number of them.

Q. You have studied quite a number of them?
A. Yes, might I just get from you what you have in your mind as to the source of this uneasiness?

Q. That will become of the looms, what will they do with the looms if they are not operated on their

owning lines and they go into my hands.

Q. You mean if the Japanese acquire a lot of

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Binz

they might start in on your line? A. Yes, sir.

Q. Have you come across any evidence of that competition yet? A. I have not.

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Q. That is, competition with your competitors?

A. I have not.

Q. I see, all right.

THE COMMISSIONER: That is all.

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(Page 3875 follows)

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... in on your line? ...

Have you come across any evidence of ...

competition ...

That is, competition with your competitors?

A. I have not.

I see, all right.

...

(Page now follows)

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3875

ALFRED CROWE est assermenté.

INTERROGE PAR ME THOMAS TREMBLAY:

Q Qu'est-ce que vous faites, M. Crowe?

5 R Je suis secrétaire de la Commission du Salaire Minimum des Femmes.

Q En cette qualité, est-ce que vous avez eu occasion de faire des inspections sur, ou de faire faire des inspections sur la compagnie M. E. Binz, de Montmagny? R C'est-à-dire, j'ai donné les instructions aux inspecteurs qui font ces inspections.
10

Q Et, est-ce qu'ils ont fait les inspections que vous avez demandées? R Oui, monsieur.

Q Est-ce qu'ils vous ont fait rapport?
15

R Oui, monsieur.

Q Pouvez-vous dire si la Commission peut savoir de quelle manière la compagnie M. E. Binz, de Montmagny a observé les règlements de la Commission du Salaire Minimum des Femmes?

R J'ai fait faire une inspection, le 27 janvier.
20Q De quelle année? R 1936. Nous avons soumis le rapport au vérificateur de la Commission qui m'a transmis les notes suivantes: à cette date, la compagnie avait 65 employées du sex féminin couvertes par l'ordonnance. Elle pouvait avoir plus d'employées que ça, mais la juridiction ne s'étend qu'aux femmes. Conformément à l'ordonnance numéro 11, si je ne me trompe pas, je crois que c'est 11, conformément à l'ordonnance numéro 5 qui couvre les textiles, qui marche sur le système du pourcentage, la compagnie devait avoir, sur 65 employées, 42 em-
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Crowe

5 ployées payées sur la base de 21 cents de l'heure;
16 employées sur la base de 17 cents de l'heure;
et, 7 employées sur la base de 12½ cents de l'heure,
formant un total de paye quelle devaiy payer au moins
un minimum de \$12.41 de l'heure. Le rapport atteste
qu'elle avait 42 ouvrières conformément aux 42 qu'elle
devait avoir à 21 cents; 19 ouvrières; 19 ouvrières
contre 16 qui gagnaient 17 cents. Elle était tenue
d'en avoir 16, elle en avait 19 qui gagnaient 17
10 cents. Elle avait droit d'avoir 7 ouvrières à 12½
cents, elle en avait 4. C'est-à-dire, au lieu de payer
\$12.41, conformément à l'ordonnance, elle payait
\$12.55 de l'heure.

15 ME BEAUREGARD: Pad de l'heure, vous voulez dire du
100 heures? R Du 100 heures.

PAR ME TREMBLAY;

Q Dans ce rapport, vous constatez que la compa-
gnie se serait conformée avec....

15 A Avec la Commission du Salaire Minimum des Fem-
mes.

20 Q Voudrez-vous produire une copie de ce rapport
comme exhibit ...

M. LE COMMISSAIRE: 206.

LE TEMOIN: Oui.

PAR ME TREMBLAY:

25 Q Et, avant ce rapport, M. Crow, est-ce que la
compagnie, d'une manière générale, est-ce que la
compagnie Binz de Montmagny, se conformait à vos
ordonnances, à vos instructions?

30 A C'est-à-dire que la compagnie Binz s'est tou-
jours conformée aux instructions qu'elle a reçues de
la Commission.

Orléans

1916

employés payés sur le base de 21 heures de l'heure;
15 employés sur le base de 17 heures de l'heure;
et 7 employés sur le base de 13 heures de l'heure.
Le montant total de paye pour le mois de mai est de
un minimum de \$13.41 de l'heure. Le montant total
de la paie est de \$13.41 de l'heure. Les employés
devaient avoir 21 heures; 15 heures; 13 heures;
contre 15 qui ne devaient pas l'être. Elle était tenue
l'un d'eux 15, elle en avait 15 qui gagnait 15
heures. Elle avait droit d'avoir 7 heures de l'heure
gentle, elle en avait 4. C'est-à-dire, au lieu de
\$13.41, conformément à l'ordonnance, elle payait
\$13.55 de l'heure.
Le 21 mai 1916, jour de l'heure, nous venions d'être en
un moment.
Le 21 mai 1916.
Le 21 mai 1916, vous constaterez que le com-
pte de l'heure est de \$13.55 de l'heure.
Le 21 mai 1916, avec la Commission de l'heure minimum des pay-
es.
Le 21 mai 1916, Veuillez-vous, Monsieur, me dire le total de
la paie.
Le 21 mai 1916, 20.
Le 21 mai 1916, Oui.
Le 21 mai 1916.
Le 21 mai 1916, avant ce report, M. Grou, car-ce que le
compte, l'heure minimum réglementaire, car-ce que le
compte de l'heure de l'heure, le compte est à la
ordonnance, à l'ordonnance.
Le 21 mai 1916, l'heure minimum des payes est de \$13.55 de l'heure.
Le 21 mai 1916, l'heure minimum des payes est de \$13.55 de l'heure.

3877

CROWE

PAR ME BEAUREGARD:

Q Vous n'avez pas avec vous les rapports des années précédentes?

5 R Je les ai envoyés à Montréal, nous en avons au bureau chef de la commission, à Montréal.

Q Voudriez-vous mettre au dossier les rapports des années précédentes?

R Avec plaisir.

10 Q Avec la comparaison pour les derniers rapports?

R Vous voulez les rapports complets, sur la même base.

R Je veux les rapports comportant une analyse suivant les ordonnances qu'il y avait en force?

R Oui, monsieur.

15 Q Quand pourrez-vous faire cela?

R Vous devriez recevoir cela, mercredi, peut-être mardi, je présume que nous en avons une copie dans nos bureaux?

20 Q Voudriez-vous les adresser à M.A.S. Whitely, secrétaire de la Commission, à Louiseville?

R Avec plaisir. Si c'est pour expédier.... Pas mercredi, je crois que mardi vous pourrez l'avoir.

Q Adressez au Secrétaire, M. Whitely, Louiseville, hôtel Lafleur?

R Avec plaisir.

25 Q Les rapports préliminaires, depuis qu'il y a des rapports de la Compagnie, vous dites que ces rapports comportant une analyse de la situation?

R Oui, monsieur.

30 Q S'il y a des exceptions, c'est à-dire si la compagnie ne suivait pas la loi générale, J'ai compris par ce que vous venez de dire, que c'était à

1. R. B. Bridg

2. Vous n'avez pas avec vous les rapports des

3. autres personnes?

4. Je les ai envoyés à l'inspecteur, nous en avons eu

5. beaucoup aussi de la commission, à l'inspecteur.

6. Vous n'avez pas aussi au dossier les rapports des

7. autres personnes?

8. Oui, monsieur.

9. Avec la commission pour les derniers rapports?

10. Vous voyez les rapports complétés, sur la même

11. feuille.

12. Je veux les rapports complétés, les autres

13. suivent les ordonnances qu'il y avait en 1905?

14. Oui, monsieur.

15. Vous pourriez-vous m'en dire cela?

16. Vous devriez recevoir cela, monsieur, peut-être

17. même, je ne salue que nous en avons une copie dans

18. nos bureaux.

19. Vous n'avez pas les ordonnances à l'inspecteur, à

20. l'inspecteur de la Commission, à l'inspecteur?

21. Avec plaisir. Il s'est peut-être égaré... pas

22. manqué, je crois que j'ai vu passer l'inspecteur

23. à l'inspecteur de la Commission, à l'inspecteur, à l'inspecteur,

24. hôtel d'ailleurs.

25. Les rapports d'ailleurs, depuis qu'il y a

26. des rapports de la Commission, vous savez que ces

27. rapports sont envoyés à l'inspecteur de la Commission

28. oui, monsieur.

29. Il y a des ordonnances, c'est à dire si la

30. Commission ne suit pas la loi d'ailleurs, c'est com-

31. pte car ce que vous venez de dire, que c'était à

3878

CROWE

raison d'exceptions?

R Naturellement, au début, la Compagnie n'était pas strictement conforme....

5 Je n'entre pas dans les détails de vos rapports, que je n'ai pas. Je comprends par votre déclaration de tantôt, que si la Compagnie ne payait pas le salaire minimum prévu par la Loi, elle était autorisée à ne pas le faire par votre Commission?

10 R C'est-à-dire, il faut bien se comprendre. Les quelques faveurs qui ont été faites sont des exceptions, des pourcentages, pour permettre à la Compagnie de faire l'entraînement de sa main d'oeuvre. Vous constaterez par l'Ordonnance No.5 que les compagnies doivent avoir 65% de leurs employés gagnant 21 cents de l'heure. Ceci date n'est-ce pas du mois d'août, 15 1935, établissant que c'était une autre Ordonnance qui était basée sur de nombreuses expériences.

20 Q Je comprends que l'Ordonnance No.5 étant en force depuis 1935, quant au pourcentage, ne différerait pas de l'Ordonnance précédente?

R Exactement.

25 Q Quant aux Ordonnances précédentes, j'ai compris par les réponses que vous avez données, que la Compagnie n'avait pas toujours payé de salaire minimum, puisqu'on voit par l'Ordonnance précédente qu'elle ne s'était pas conformée aux exigences de la Commission du Salaire Minimum des Femmes? R Exactement.

30 Q Alors, voudrez-vous, en envoyant copies de vos rapports précédents, avec l'analyse qu'ils comportent, attacher sous votre signature, comme secrétaire de la Commission, une explication?

... et, en outre, la Commission n'est pas
suffisamment compétente...

... et n'est pas dans les conditions de vos rapports
et de la loi. Je suppose que votre intention
de l'acte, que si la Commission ne peut pas le faire
elle-même, elle doit l'abandonner.
à ne pas le faire par votre Commission?

... c'est-à-dire, il faut bien se rendre compte. Les
quelques heures qui ont été faites sont des excep-
tions, pas des règles, pour permettre à la Commission

de faire l'entière œuvre de sa loi d'œuvre. Vous
constatez par l'ordonnance No. 3 que les commissions
doivent avoir des lois en vigueur pendant 21 jours
de l'année. Ceci est une loi d'œuvre, mais d'œuvre,

qui était basée sur des données expérimentales.
Je suppose que l'ordonnance No. 3 était en

vue de l'ordonnance précédente.

... et les commissions expérimentales, il est évident
que les commissions ont des lois, que la Commission
n'a pas fait par son acte de loi minimum.

... et par l'ordonnance précédente, elle ne
s'est pas contentée de l'existence de la Commission
minimale des lois?

... alors, vous-même, en envoyant copies de vos
rapports, vous avez fait des copies de vos

rapports et vos lois, comme s'il y avait
une loi, et vous avez fait des copies de vos

3879

CROWE

R Je donnerai tous les détails que je ne puis donner de mémoire.

Q Explication, quant aux circonstances où la compagnie ne s'est pas conformée à la Loi, mais s'est conformée aux exigences de la Commission?

R Certainement.

Q Où les cas dans lesquels elle ne se serait conformée, ni à l'un ni à l'autre?

R Certainement.

ME. BEAUREGARD:

Qu'il plaise à la Cour, on serait peut-être mieux de donner un numéro à cette feuille là.

M. LE COMMISSAIRE:

C'est pour Louiseville, le rapport en question concerne....

ME BEAUREGARD: Montmagny.

Q Voudrez-vous produire ces rapports en liasse, comme exhibit 207?

R Oui, monsieur.

Q- - - - -o-o-o-o--o-

MOZART LAGANIERE est assermenté.

INTERROGE PAR MTRE THOMAS TREMBLAY

Q Quelle est votre occupation, M. Laganrière?

R Inspecteur de la Commission du Salaire Minimum des Femmes.

Q Dans le cours du mois de janvier, 1936, est-ce que vous êtes venu faire une inspection à la Compagnie Binz, à Montmagny?

R Je suis venu à la Compagnie Binz.

Q C'est vous qui avez préparé les rapports produits tout à l'heure par votre chef, Me Crowe?

Je donnerai tous les détails que je me puis sou-

venir de mémoire.

Explication, quant aux circonstances où la
compagnie ne s'est pas conformée à la loi, mais
a été contrainte aux exigences de la Commission.

Certainement.

Les cas dans lesquels elle ne se serait pas
conformée, ni à l'un ni à l'autre?

Certainement.

Qu'il plaise à la Cour, on serait peut-être enclin
de donner un numéro à cette feuille là.

C'est pour Louisville, le rapport en question

Voulez-vous produire ces rapports en français,
comme expliqué 207?

Oui, monsieur.

POUR LA COMMISSION est essentiel.

LE CAS DE LA LOI EN LA COMMISSION

Quelle est votre occupation, M. l'inspecteur?

Inspecteur de la Commission du Service Mini-

ères des Femmes.

Les le cours du mois de janvier, 1936, est-

ce que vous êtes venu faire une inspection à la

Compagnie Blau, à Montmagny?

Je suis venu à la Compagnie Blau.

C'est vous qui avez préparé les rapports, n'est-

ce pas tout à l'heure par votre chef, M. Crowe?

3880

LAGANIERE

R C'est moi-même qui les ai faits.

Q Vous l'avez préparé? R Moi-même.

Q Est-ce qu'on vous a demandé, M. Laganière, de faire une enquête sur la vente des actions aux employés de la Compagnie Binz?

R Oui, je suis venu spécialement ici, à Montmagny, pour ça.

R Pour ça? R Oui.

Q A la demande de qui êtes-vous venu à Montmagny?

R A la demande du Sous-ministre, je crois.

Q A la demande du Sous-Ministre du Travail?

R Oui, monsieur. Sur une plainte, probablement.

Q Est-ce que vous avez questionné les employés qui travaillent à la Manufacture de Soie de la Cie Binz?

R Oui, monsieur.

Q Au sujet de la vente des actions? R Oui, monsieur.

Q Quel a été le résultat de votre enquête?

R J'en ai questionné près de cinquante. J'ai Mlle Eugénie Marois, ça fait trois ans et demi qu'elle travaille là, elle a pris des part pour cent piastres. Dans le moment, elle a cinquante-six de payées. Il ne se fait pas de sollicitation depuis de nombreuses années.

ME BEANREGARD:

Q Y a-t-il un rapport écrit de cela, monsieur?

R M. Crowe, c'est lui qui a à faire la réponse à nos chefs.

Q C'est M. Crowe qui aurait fait la réponse au Sous-Ministre? R Probablement.

R. Westmoreland Jones letter.

is to the extent that the above is not a

Or, je suis venu spécialement ici, à Montargis.

45013

3881

LAGANIERE

PAR MRE TREMBLAY:

Je comprends que c'est un rapport écrit?

5 R Ce rapport constate que la Compagnie s'est con-
formée avec les ordres de la Commission. J'ai ques-
tionné une cinquantaine de filles qui avaient été
sollicitées pour la vente d'actions de la Cie Binz.

-o-o-o-o-

ALFRED CROWE re-entendu.

10 INTERROGE PAR MRE. THOMAS TREMBLAY.

Q Vous le même semant que vous avez pr été, M.
Crowe, est-ce que vous avez fait un rapport au sous-
ministre du Travail de la Province de Québec, au sujet
de l'enquête qui a été faite sur la vente des actions
aux employés de la Compagnie Binz?

15 R Je présume en avoir fait.

Q Vous ne l'avez pas avec vous, ici?

R Non, j'ai cherché dans ma correspondance, je
n'ai pas vu ma copie de la lettre que j'ai envoyée
à l'Honorable Ministre, pour la simple raison que je
20 présume qu'on a mal classifié ma correspondance. Il
faudrait que je relèverais toute la correspondance.
Nous avons eu des ministre intérimaires, peut-être que
ça été envoyé à un ministre, dans le temps, au lieu
d'un autre.

25 Q Voudrez-vous faire les recherches nécessaires?

R Certainement.

Q Et, produire une copie de ce rapport?

R Certainement.

30 Q En attendant la production de ce rapport, pouvez-
vous dire, de mémoire, si la Compagnie continue.....

R Je ne me souviens pas de mémoire, que quand
M. Laganrière m'a fait rapport qu'il n'y avait pas été

PAR M. T. ARVIE:

Je comprends que c'est un rapport écrit.

R. Ce rapport constate que la Commission n'est pas formée avec les ordres de la Commission. J'ai pu obtenir une documentation de l'Union qui avait été sollicitée pour la vente d'actions de la Cio Bina.

CHAMBERLAIN

CHAMBERLAIN

Vous ne pouvez pas vous en faire.

Crowe, c'est ce que vous avez fait un rapport au ministre du Travail de la Province de Québec, au sujet de l'industrie qui a été faite sur la vente des actions aux employés de la Compagnie Bina?

R. Je pense en avoir fait.

Vous ne l'avez pas avec vous, ici?

R. Non, j'ai cherché dans ma correspondance, je n'ai pas vu une copie de la lettre que j'ai envoyée à l'Honorable Ministre, pour la simple raison que j'ai présumé qu'on s'en était classifié ma correspondance. Il paraît que je n'aurais pas la correspondance.

Il a été envoyé à un ministre, dans le temps, au lieu d'un autre.

Vous ne faites pas de recherches nécessaires?

R. Pourquoi une copie de ce rapport?

En attendant la production de ce rapport, vous direz, de mémoire, si la Commission continue....

R. Je ne me souviens pas de la Commission, mais...

M. Chamberlain a été nommé par le ministre de la Justice.

vendu d'actions. Et puis, j'ai soumis le rapport aux autorités, en conséquence....

Mr.

PAR BEAUREGARD:

Q J'aimerais à le voir, le rapport. S'il y a un rapport de produit, j'ai peut-être des questions à poser sur ce rapport. J'en ai peut-être pas. Je suis surpris que vous disiez qu'il n'y a pas eu de sollicitation.

R Je dis pas qu'il y a pas eu de sollicitation. Je dis que je crois reconnaître que d'après le rapport que les filles avaient déclaré qu'elles n'avaient pas été sollicitées pour acheter des actions depuis la mise en force de la loi qui le défendait. Maintenant, antérieurement à ça, nous n'avions pas juridiction, c'est-à-dire qu'antérieurement, les ouvrières pouvaient acheter des actions.

PAR ME TREMBLAY:

~ Je comprends que la loi à laquelle vous référez, c'est l'article 11-B, 24, Georges V, chapitre 31.

M. LE COMMISSAIRE: On constate seulement que la loi a été observée depuis qu'elle a été passée.

C'est à quelle page?..... page 244, article 11-B

PAR ME BEAUREGARD:

Q Alors, M. Crowe, la déclaration que vous faites devant cette Cour, c'est que l'enquête que vous avez faite ou que vous avez fait faire par votre subalterne, démontrait que depuis qu'il était prohibé à la compagnie de vendre des actions à ses employés du sexe féminin, du moins aux employées qui gagnaient 20 cents ou moins par semaine, votre rapport est à l'effet que la compagnie M. E. Binz, de Montmagny s'est conformée à cette disposition de la loi?

3883

Crowe

R Exactement. Antérieurement, comme nous avons pas juridiction, nous avons pas interrogé.

5

SAMUEL DESROCHERS est assermenté.

INTERROGE PAR ME THOMAS TREMBLAY:

10

Q Sous le même serment que vous avez déjà prêté à Québec, M. Desrochers, voulez-vous dire à la Cour... quelle est votre fonction, d'abord?

R Inspecteur en chef des établissements industriels et des édifices publics et du travail.

15

Q En votre qualité d'inspecteur en chef des édifices publics et du travail, êtes-vous venu à Montmagny faire des inspections à l'usine de la compagnie M. E. Binz? R Oui, monsieur.

Q Avez-vous des rapports écrits des inspections que vous avez faites, ici, de la compagnie Binz?

R Un inspecteur est venu le 5 mars, 1936?

20

ME BEAUREGARD:

Q A l'occasion d'accidents? R Non, monsieur.

Q A quelle occasion? R A l'occasion d'une visite à la manufacture, voir si le travail était suivant la loi. Madame Lemieux, inspectrice, est venue à la manufacture le 20 août, 1935. Madame Lemieux est venue le 24 juillet, 1934. Patrick Thériault est venu faire une inspection le 4 décembre, 1933. Moi, je suis venu le 10 juillet, 1933, et le 21 juin, 1933.

25

PAR ME TREMBLAY:

30

Q Voudrez-vous, M. Desrochers, produire une copie de chacun de ces rapports?

Ensemble. Anéanmoins, comme nous l'avons dit, les conditions de travail sont très mauvaises.

Les conditions de travail sont très mauvaises.

Les conditions de travail sont très mauvaises.

Il y a des conditions de travail qui sont très mauvaises, mais il y a aussi des conditions de travail qui sont très bonnes. C'est pourquoi, nous devons nous efforcer d'améliorer les conditions de travail.

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Il y a des conditions de travail qui sont très mauvaises, mais il y a aussi des conditions de travail qui sont très bonnes. C'est pourquoi, nous devons nous efforcer d'améliorer les conditions de travail.

R Oui, monsieur. Maintenant, il y en a d'autres, ici, antérieurement?

Q Antérieurement?

R Oui. Voici, lors de l'ouverture de la manufacture, nous avons rempli certaines formules qui concernent la loi des établissements industriels, le 14 avril, 1932. Elle est signée par M. Binz et M. Lauffer. Ce sont des certificats d'inspection des chaudières à vapeur. Voici une autre visite de Madame Limieux, le 16 août, 1932.

Q Voudrez-vous produire une copie de chacun de ces rapports? R Certainement.

Q Y compris le premier rapport, lors de l'ouverture de l'établissement? R Oui, monsieur.

Q Maintenant, pouvez-vous dire à la Cours de quelle manière la compagnie s'est conformée aux ordres que vous lui avez donnés.

M. LE COMMISSAIRE: Alors, je vais leur donner, tout de suite, un numéro. C'est 208.

PAR ME TREMBLAY:

Q Une liasse de rapports couvrant toutes les inspections?

R Lors de mon inspection, j'ai demandé le changement des cabinets d'aisance, d'enlever ceux qu'il y avait, d'en poser des neufs.

Q Est-ce qu'on s'est rendu à votre demande?

R On l'a fait. J'ai demandé, aussi, de ne pas employer des enfants de moins de 16 ans.; on l'a fait. J'ai demandé, aussi, une salle où les ouvriers et les ouvrières pourraient prendre leurs repas, on l'a fait. Maintenant, je demande deux escaliers de sauvetage;

5

Je sais qu'ils se font, une du côté est, et une du côté ouest de la manufacture, parce qu'il y en a un grand escalier, actuellement, dans le centre de la bâtisse. Dans un cas d'incendie, ça serait pas suffisant. Alors, je sais que ça vas pas retarder.

ME BEAUREGARD: Ca, c'est pressé?

LE TEMOIN: Oui, c'est pressé, très pressé.

&

10

MADAME AMELIE LEMIEUX est assermentée.

INTERROGEE PAR ME THOMAS TREMBLAY:

15

Q Qu'es-ce que vous faites, Madame?

R Je suis inspectrice des établissements industriels, des travaux publics de la province de Québec.

Q En cette qualité, est-ce que vous avez eu l'occasion de venir à Montmagny, à la compagnie Binz?

R Oui, plusieurs fois.

20

Q C'est vous qui avez signé les rapports qui ont été lus tantôt par M. Desrochers?

R C'est bien à moi.

Q Dans quel état avez-vous trouvé les l'usine de la compagnie Binz, au point de vue salubrité industrielle?

25

R Très satisfaisant, suivant la loi exigée.

Q Est-ce qu'il y a suffisamment de lumière et d'aire pour les employés dans cette manufacture?

R Ah, oui, une bien grande manufacture.

Q Est-ce qu'il y a des fenêtres en quantité suffisante?

30

R Je pense que oui.

Q Est-ce que vous avez examiné les cabinets de toilette dans le département des dames?

3884-b

Desrochers

« Oui, du moment que nous avons demandé quelque chose, ils se sont rendus à nos désirs. Les améliorations qu'il y avait à faire, ils les ont faites.

5

(La feuille 3885 suit)

10

15

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30

100-100000

1001-2

... les se sont rendus à nos désirs. Les autres
rattrapés qu'il y avait à faire, ils les ont fait.

(La famille 2888 fait)

5

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15

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25

30

JOSEPH HEBERT.

Interrogé par Mtre TREMBLAY.

Q Sous le même serment que vous avez prêté, il a été question au cours de votre témoignage d'un règlement, qui est inscrit dans le livre des minutes à la page 50, date du 9 janvier 1936. Vous avez dit que ce règlement avait été préparé par vos auditeurs Larue et Trudel, et envoyé dans sa forme et teneur?

R Vous voulez parler du procès verbal de l'assemblée des directeurs, du 9 janvier 1936?

Q L'assemblée du 9 janvier 1936? R J'aimerais mieux voir le livre des minutes, c'est à propos du bonus et des dépenses de M. Binz, j'ai eu l'air à hésiter, paraît-il, et j'aimerais à m'expliquer. Vous voulez parler du procès verbal de l'assemblée des directeurs tenue à Montmagny, le 9 janvier 1936, à une heure et demie de l'après midi.

Q Voulez-vous prendre connaissance d'une lettre de Larue & Trudel, comptables de Québec, datée du 12 décembre 1935, et di à la Cour si c'est cette lettre là qui accompagnait le procès verbal qui est inscrit dans votre livre des minutes? R C'est la lettre de Larue & Trudel, en date du 12 décembre adressée à la compagnie M.E. Binz, qui accompagnait ce procès verbal.

PAR M. LE COMMISSAIRE:

Q Qui sont Larue & Trudel? R Les auditeurs, des comptables agréés de Québec. Cette lettre du 12 décembre 1935 disait:

" Québec, Déc. 12th, 1935.

Messrs. M.E. Binz Co. Ltd.,

Montmagny. P.Q.

Attention of Mr. Walter Binz.

Dear Sirs:

We enclose draft of minutes of directors' meeting in which we include items which we deem it the advantage of every one concerned, to have approved by directors of the company.

We left blank spaces which you will have to fill in in due course. The meeting may afterwards be carried on in the usual way, if there is anything else to be considered.

The following journal entries are to be made in order that your books may be in accordance with the statements issued:

PAR MRE TREMBLAY.

Q C'est cette lettre là qui accompagnait le procès verbal? R Oui, monsieur.

Q Voulez-vous la produire comme pièce 209?

R Oui, monsieur, mais je demanderais d'en produire une copie certifiée.

Mre Tremblay: J'en ai une copie ici, nous pourrions peut être produire la copie au lieu de l'original.

M. LE COMMISSAIRE: Très bien.

PAR MRE TREMBLAY.

Il a aussi été question notaire des souscriptions d'actions faites par quelques personnes qui ont travaillé chez vous, et je désirerais que vous donniez à cette commission des explications sur la souscription de Mademoiselle Yvette Blanchette, je comprends qu'elle a souscrit, et que la compagnie a décidé de lui remettre son argent, parce qu'elle a quitté l'emploi de la compagnie, de la manufacture?

Statement of Assets and Liabilities

1914-15

We enclose draft of minutes of directors'

the advantage of every one concerned, to have

approved by directors of the company.

We left blank spaces which you will have

to fill in in due course. The meeting may after-

wards be carried on in the usual way, if there

is anything else to be considered.

The following journal entries are made

here in order that your books may be in accord-

ance with the statement.

THE FIRST ENTRY.

On 1st June 1914, £100,000 being the amount

of the share capital.

To share account £100,000

By balance forward £100,000

Share Premium: £10,000

To share premium account £10,000

By balance forward £10,000

Share Reserve: £5,000

To share reserve account £5,000

If a share is purchased for more than its nominal

value, the excess is called a share premium and is

added to the share account and is called a share

premium. This is added to the share account and

is called a share premium. It is added to the

share account and is called a share premium.

It is added to the share account and is called

a share premium.

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R Elle avait souscrit une action et commencé à payer
quelques piastres, Après avoir eu affaire à la Commission
du salaire minimum des femmes, nous nous sommes
rendus compte, que cette jeune fille était très mal
5 douée pour travailler à la manufacture de soie, et
n'aurait jamais été capable de gagner le salaire mini-
mum, c'était inutile de garder une fille de même.
La loi nous permettait de demander une permission
spéciale pour des ouvriers infirmes ou autrement dé-
savantagés, et nous avons calculé qu'il serait inutile
10 de garder cette employée là. Nous avons décidé de
la renvoyer, non pas parce qu'elle n'avait pas de
bonne volonté, mais elle était lente et incapable
de travailler, et nous lui avons remis son argent,
15 et j'ai fait autoriser cette remise par le bureau de
direction, et c'est sur les instructions de nos évi-
sieurs légaux que nous avons passé cette résolution,
et cette souscription a été remplacée par une autre
souscription.

Q Avez-vous quelques remarques à faire quant à la
20 souscription de Monsieur Goulet. Il a souscrit des
parts lui? R Au début de la compagnie,
et même avant que la compagnie fut organisée, nous
avons eu à l'automne, en octobre de toute les parties
de la Province, une avalanche de demandes d'emplois,
25 d'offres de services, et même de personnes à l'aise
des paroisses éloignées, ces personnes sont venues
nous dire: si vous voulez employer notre fils, nous
allons souscrire \$500.00. M. Goulet, un ami de Monsieur
Roy, notre contre-maitre, lui dit: je serais prêt à

5 souscrire \$500.00 et t'emploierait mon garçon, mes garçons. Monsieur Goulet a souscrit son \$500.00, nous avons employé un de ses garçons, et nous avons dû se dispenser de ses service parce qu'il n'était pas doué, il nous a envoyé le second de ses garçons, il a travaillé quelque mois et a abandonné comme l'autre. Monsieur Goulet avait souscrit \$500.00, payables tant comptant et la balance aux termes de l'entente, il nous a demandé de réduire sa souscription à \$300.00 et nous avons consenti de régler sa souscription pour \$200.00, et ce \$200.00 a été souscrit par d'autres.

10 Q Avez-vous quelques remarques à faire au sujet de Albert Corriveau, quant à sa souscription?

15 R Monsieur Albert Corriveau était Gérant de la Banque Provinciale de Montmagny, il était au repos depuis quelques mois, il est venu lui même souscrire son \$500.00, il m'a dit dans le temps qu'il était prêt à souscrire \$1500.00, et je vais remplir la charge de comptable, pour laquelle il comptait avoir \$100.00 à \$125.00 par mois. Il était prêt à laisser comme souscription le montant qu'il retirerait la première année. Nous l'avons essayé. Il était malade, il ne pouvait pas faire le travail, alors même avec un autre comptable, après trois ou quatre semaine il a vu qu'il était pas capable de remplir l'ouvrage. A la suite de ça, il a rencontré les directeurs, et a fait la remarque que vu qu'il n'avait pas d'emploi, qu'il avait eu des malheurs, qu'il avait perdu de l'argent dans différentes choses, il nous a demandé de réduire sa souscription

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(Hébert)

comptant \$500.00 et l'employé en question, son
employé. L'employé en question a versé \$500.00
à son employeur en de son employeur, et son employeur
à se débarrasser de son service par lequel il n'est
pas payé, il nous a envoyé la somme de son employeur,
il a travaillé quelques mois et a travaillé comme
l'autre. L'employeur a versé \$500.00.
payables tant comptant et la balance aux termes de
l'entente, il nous a demandé de régler sa situation
à \$500.00 et nous avons consenti de régler sa
situation pour \$500.00, et ce \$500.00 a été
versé.
Avez-vous d'autres questions à faire au sujet
de Albert Corvillat, quant à sa situation?
L'employeur a versé \$500.00 à son employeur, et son employeur
a travaillé quelques mois, il est venu lui-même se débarrasser
de son \$500.00, il m'a dit que la somme qu'il était
prêt à verser \$500.00, et je vous remercie la
charge de comptable, pour laquelle il comptait avoir
\$500.00 à \$500.00 par mois. Il était prêt à laisser
comme situation le montant de \$500.00, il restait la
situation. Nous l'avons payé. Il était
marqué, il ne pouvait pas être le travail, alors
même avec un autre employé, après être en contact
quelque temps, il a vu qu'il était en contact avec son employeur
l'employeur. A la suite de ce, il a travaillé les
travaux, et a fait la situation de son employeur
n'avait pas d'emploi, qu'il avait un peu de travail,
qu'il avait besoin de l'argent dans différentes
choses, il nous a demandé de régler sa situation

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à \$1200.00, et les directeurs ont accepté sa demande pour les \$300.00 qu'il avait payé, et ces \$300.00 ont été souscrits par d'autres actionnaires.

Q Quant à Monsieur Eugène Tondreau? R Là je me rappelle très bien que lorsque nous avons organisé la souscription, lorsque nous avons fait la sollicitation pour trouver \$30,000.00 au mois d'octobre, la compagnie était en pourparlers à la fin d'octobre nous avions oublié de voir Monsieur Tondreau.

monsieur Tondreau m'a fait dire, m'a fait informe qu'il était froissé de ne pas avoir été demandé. Après que la compagnie a été organisée, je l'ai rencontré, il m'a dit qu'il souscrirait \$500.00, il a donné \$200.00 tout de suite, et un autre \$300.00 quand il retirerait son versement sur la vente de sa beurrerie.

Q A-t-il été question que vous donneriez du travail à ses filles? R Je me rappelle qu'il m'a dit qu'elles n'avaient pas besoin d'ouvrage, dit il: jeme propose d'ouvrir une pension, et ça va me donner une chance d'avoir des pensionnaires, et les jeunes filles devaient s'occuper de la pension.

Q Est-ce que Monsieur Tondreau a souscrit un autre montant? R Oui, \$300.00 dans le printemps suivant, un peu après que nous avons organisé le throwing plant, ill'a vait avec plaisir, sans qu'il ait été aucunement question d'emploie pour ses enfants.

Q Si je comprends bien c'était les ^{gens} ~~enfants~~ qui vous offraient de souscrire, et qui vous demandaient la préférence pour travailler?

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R Lorsque nous avons organisé la compagnie nous avons recueilli \$33000.00 de souscriptions, c'est à dire 200 actionnaires, et c'était entendu que nous donnerions la préférence aux actionnaires, aux fils d'actionnaires, aux neveux des actionnaires, ou aux personnes recommandées par les actionnaires. Il est venu pendant ce mois d'organisation foule de gens, journalier, ouvriers, qui sont venus nous offrir de l'argent en souscriptions. La souscription se faisait de trois façon. A- Comptant: B- 20% comptant, 20% par mois; C; 10% comptant et 10% par mois. Il y en avait qui nous croyons étaient bon à rien et qui ont justifié par la suite être bon à rien, qui sont venus nous mettre un \$10.00 sous le nez et nous dire des bêtises parce que nous ne voulions pas accepter leur souscription.

Nous avons eu des demandes d'en denors, mais nous avons donné la préférences aux gens de Montmagny, en autant que possible aux souscripteurs.

Q Lorsque des jeunes filles travaillent chez vous, et qu'elles laissent l'emploi pour se marier, de quelle manière traitez-vous leurs souscriptions?

R Lorsque la jeune fille quitte pour se marier, nous avons toujours, j'ai toujours jusqu'à présent vu à ce que le montant de la souscription d'action, soit payée, et j'en ai payé plusieurs, et j'en ai encore de transférées à mon nom, et c'est mon intention, tant que je m'occuperai de la manufacture, et que je serai capable de le faire, de voir à ce que cette politique soit suivie.

PAR MRE BEAUREGARD:

Vous faites un cadeau de nocces? R Oui,

et en plus nous leur donnons une robe de soie.

PAR M^{RE} TREMBLAY:

Q Vous avez déclaré au commencement de votre témoignage que vous étiez intéressé dans d'autres industries à Montmagny, Chez Bélanger, à la Manufacture de Cercueils, à la Manufacture de Balais?

R J'ai été directeur, sans avoir beaucoup d'intérêts.

Q L'intérêt que vous prenez à l'industrie vous permet-il de connaître les employés dans les différentes manufactures, et de connaître leurs besoins en même temps?

R La part que j'ai prise depuis quatre ans à la réorganisation d'autres industries dans Montmagny, telles que Bélanger, m'a permise d'être en contact avec, je pourrais dire, la majorité de la classe ouvrière de Montmagny. Ça m'a permis de me rendre compte des salaires de ces employés.

Nous avons de concert avec les directeurs de ces compagnies, qui sont aussi des citoyens de la ville de Montmagny, nous avons travaillé de façon à permettre à ces familles de vivre dans la meilleure aisance possible, pour aider ces familles dont le chef avait vu son salaire diminué de 25%, 30%, 40%, dans les différentes industries locales; et dont les chefs de familles pour quelques uns avaient perdu leur emploi. Ils étaient sans emploi depuis la fermeture de la Manufacture des Machines Agricoles, nous avons vu à l'emploi des enfants de 16 à 25 ans, et que ces familles puissent vivre convenablement, sans être obligés de recourir aux secours directs, comme dans les années 1929, 1930, 1931, et avoir à ce qu'elles sortent de la misère dont elles souffraient auparavant.

It is the fact that the Government has been

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Q En d'autres termes, est-ce que je dois comprendre que vous vous serviez des connaissances que vous aviez sur les besoins des ouvriers, pour décider qui vous alliez employer à la manufacture de soie ou ailleurs? R C'était une des principales

5 considérations surtout au début de la compagnie, d'employer surtout les enfants, les hommes, femmes, ou jeunes filles, dont les familles étaient plus dans le besoin, ou dont les parents qui avaient de grosses familles, ne gagnaient pas assez pour faire, pour les faire subsister convenablement.

10 Q En remontant l'ensemble des revenus des membres de la famille, et ils vivaient convenablement de cette façon? R Oui, quand il y avait trois,

15 quatre ou cinq enfants qui travaillaient, soit à la manufacture de Balais, soit chez Bélanger, ça faisait un revenu qui leur permettait de vivre convenablement.

20 Q Lors de l'organisation de la compagnie, ou quelque temps après, lorsque l'argent que vous avez collecté au moyen des actions privilégiées a été dépensé, est-ce qu'il y a eu une certaine protection qui a été donnée aux actionnaires privilégiés, sur la dépense de l'argent qu'avait rapportée la vente de leurs actions? R Je tiens à dire que

25 la vente des actions a rapporté 100%, il n'y a eu aucune commission, il y a eu une entente qui a été suivie, sur lorsque ces argents provenant des souscriptions devaient être employés, à payer les droits de douanes sur les machines, à payer leur installation, et à servir en partie à commencer à payer les salaires et les frais d'opération.

et c'était convenu qu'aucun de ces montants serait
placé sans qu'un représentant des actionnaires pri-
vilégiés ne soit là pour contrôler ces dépenses,
l'argent était déposé à la banque jour par jour
et aucun de ces montants n'a été dépensé sans que
le chèque n'ait été contresigné par le représentant
des actions privilégiées.

Q. Je comprends que d'après les stipulations
écrites au dos des actions privilégiées, les action-
naires privilégiés avaient droit de nommer deux
directeurs et Monsieur Binz trois, est-ce qu'à ce
moment cette stipulation a été suivie à la lettre?

R. Cette stipulation a été suivie plus qu'à la
lettre, parce qu'au début, après l'émission des
lettres patentes, lorsqu'il a été question de nommer
les directeurs, M. Binz qui était à l'assemblée
au milieu de novembre, a dit: les actionnaires pri-
vilégiés nommez vos directeurs, il dit: pour ma part
je vais nommer Monsieur Lauffer et moi même, et
après comme troisième directeur je vais nommer
Monsieur Maurice Rousseau, un avocat de Montmagny.

Q. De sorte qu'il y avait trois directeurs qui
avaient été choisis parmi les personnes résidant
à Montmagny? R. Oui, et de cette façon,
ce sera Monsieur Maurice Rousseau qui tranchera
les difficultés. Monsieur Rousseau a resté directeur
jusqu'à l'assemblée suivante annuelle, du mois de
mars 1934, à laquelle presque tous les actionnaires
ayant alors souscrit, étaient présent, monsieur
Maurice Rousseau a encore été désigné par M. Binz
comme troisième directeur, représentant les actions
ordinaires, et ce n'est que plus tard que Monsieur

Maurice Rousseau a dû démissionner parce qu'il était malade.

5 Q Maintenant notaire, est-ce que vous avez reçu un salaire, un bonus ou paiement quelconque pour le travail que vous vous êtes imposé pour organiser cette compagnie là, faire souscrire le capital, la mettre en marche, jusqu'à environ six mois après que les opérations eussent été commencées? R Je n'ai reçu aucun salaire ni commission pour le travail que j'ai fait pour organiser la compagnie, depuis 10 septembre 1931, et pour le travail fait ensuite comme secrétaire, et comme pratiquement, sans en avoir le titre, d'assistant du gérant M. Lauffer, pour lui aider à prendre contact avec les employés, je n'ai reçu aucun argent en salaire ou rémunération 15 pour ce travail jusqu'au 5 mars 1932.

Q C'est là que vous avez contracté un engagement avec la compagnie, qui est mentionné dans le livre des minutes. On vous a lu cette résolution, maintenant voulez-vous nous expliquer dans quelles conditions a été conclu cet engagement avec Monsieur 20 Binz: R que Monsieur Hébert soit engagé comme secrétaire trésorier pour cinq ans, et que comme salaire qu'il reçoive 1/4 de et la verge, et dans ce temps on produisait 3500 verges par semaine.

Q Dans quelle circonstance est-ce que ça c'est 25 conclu? R Après avoir travaillé pendant six mois, je me suis aperçu que mon bureau et mes affaires étaient chez le diable, le 27 février 1932 j'ai écrit à Monsieur Binz, une lettre que je demande la permission de lire, parce qu'elle est en anglais.

3895 (Hébert)

27 février 1932.

" Mr. Max.E.Binz,

" Midland Park.N.J.,

" Dear Mr.Binz:-

5 " I think I must inform you that I will not
" accept to be re-elected as director of your
" company; and I am no more willing to act as
" secretary-treasurer, as I have done hereto-
" fore, unless I receive an adequate compensa-
10 " tion.

15 " I perfectly understand that you wish
" and have to cut out all expenses as much
" as possible, on account of hard time and ac-
" tual conditions of affaires. But on the other
" hand, I am also suffering from the general
" depression and crisis, and I cannot afford
" any more to spoil my own business and lose a
" great part of my clientele, for the organisa-
" tion and progress of your new silk factory,
20 " if I don't receive any indemnity.

" I regret that actual circumstances oblige
" me to take such a step.

" Hoping you will appreciate my situation as
" it is.

Yours truly " "

25 Q De quelle manière Monsieur Binz a-t-il répondu
à cette lettre? R La veille de l'assemblée

le 4 mars, Monsieur Rousseau m'a dit, Monsieur
Max Binz vient de m'appeler il veut vous engager,

il va venir dans quelques jours, et nous
30 voulons vous garder comme secrétaire trésorier.

Je n'ai pas voulu accepter d'être directeur, mais j'ai dit que j'étais prêt à rester comme secrétaire, et j'ai dit que si on pensait que ma démission pouvait compromettre la manufacture de soie, j'aurais resté encore quelques semaines ou quelques mois, mais je considérais qu'elle était organisée et pouvait marcher sans moi, là Monsieur Binz a dit à M. Laufer, nous lui donnerons un quart de cent par verge, j'ai consenti. M. Stuart de la manufacture de soie de la Dominion silk, quand je lui ai dit ça, il m'a dit: ça n'a pas de bon sens un engagement de même. J'ai consenti et je ne le regrette pas.

Q Depuis l'organisation de la compagnie tous les dividendes privilégiés de la compagnie ont été payés n'est-ce pas? R Oui, tous les dividendes sur le montant payé de capital, ont été payés jusqu'au 30 juin 1935, la première année il a été payé en retard, parce que nous avions pas de profits, ça pris deux ans d'opération pour payer un an en arrière.

Q Pourriez-vous nous dire quel a été le montant du dividende payé sur les actions originaires depuis l'organisation de la compagnie? R Le seul dividende déclaré sur les actions originaires, c'est 20 cts par action, représentant \$1.000.00, déclaré à la fin de 1935, qui représente 1% par année sur le montant de \$25.000.00, capital payé.

Q A part les fonds fournis par la vente des actions privilégiées, qui a fourni le capital de l'organisation? R C'est Monsieur Binz,

qui a payé par le crédit obtenu des fournisseurs, et en argent, et en passant ma correspondance tous les jours-ci, il y a pas une semaine, ou un mois, qu'i

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(Hébert)

q'y a pas eu des montants assez considérables d'argents fournis, \$2.000.00, \$3.000.00, \$5000.00 fourni ou obtenu de Monsieur Binz. Nous avons dû pour opérer une manufacture semblable avec un capital de \$8.000.00 à \$9.000.00 au début, faire appel à toutes les bonnes volontés à Montmagny, pour dans les premiers douze mois, la première année de la compagnie, nous avons été obligé de demander de l'aide à des citoyens de Montmagny, des parents aux banques, nous avons eu besoin souvent dans une période de quelques mois, de montants considérables, obtenus des banques ou des particuliers, avec la signature des directeurs avec leur endossement qu'ils nous donnaient aux banques, pour des débentures et valeurs en garantie pour obtenir des fonds, et c'est arrivé que nous avions \$30.000.00 d'emprunter de différentes façons, et ces montants là se trouvaient aussi privilégiés aux actions privilégiés, ils passaient de préférence, avant l'action privilégiée, et nous avons cru faire ça dans l'intérêt des actions privilégiées, parce que nous n'aurions pas été capable de marcher.

Q Est-ce que ces personnes qui endossaient ou avançaient de l'argent à la compagnie exigeaient une commission pour prêter leurs noms? R Ceux qui prêtaient de l'argent à la compagnie n'ont pas eu autre chose que leurs intérêts, ou bien s'ils endossaient à la banque ils n'ont rien eu que le plaisir d'endosser.

Q A quel taux obteniez-vous l'argent? R 3%, 6%, 7% ça variait.

Q Et vous avez jamais payé de commission à personne pour les endossements donnés? R Non.

(front)

7282

Q Est-ce que vous avez une déclaration à faire au sujet de l'organisation des enquête?

R Je ne suis pas autorisé à parler au nom de la compagnie, je suis le secrétaire simplement, mais personnellement, je suis heureux de dire, que je ne suis pas contre les unions, je l'ai déclaré l'autre jour lors de la campagne faite en novembre 1934, j'étais en faveur des unions, mais des unions entre le patron et l'ouvrier, et suivant les directives des encycliques des papes, et je crois qu'il y a moyen de faire à Montmagny, mais il faut attendre le temps, et ce n'est pas le temps au moment d'une crise, et pour s'en servir pour fins politiques, et je suis opposé à des unions organisées qui amènerait les membres à la manufacture dans le but de faire augmenter les salaires des ouvriers, mais en faveur d'une union qui permettrait aux ouvriers, qui leur montrerait leurs devoirs et leurs droits, et ce serait le moyen d'augmenter leur salaire, ça les intéresserait à l'industrie, et c'est justement pour ça que le plan organisé par la compagnie, a été élaboré dans le temps par M. Rousseau, c'est de faire intéresser le plus grand nombre possible de travailleurs-actionnaires, ce serait la meilleure union.

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ADVENANT DEUX HEURES ET QUINZE, LA SÉANCE EST
OUVERTE.

ME ROUSSEAU: Si la Cour me le permet, je veux entendre
le notaire Hébert?

ME TREMBLAY: Mes témoins ne sont pas encore arrivés,
ils doivent être ici dans quelques minutes.

JOS. C. HEBERT ré-entendu:

INTERROGE PAR ME ROUSSEAU:

Q Sous le même serment que vous avez prêté. Vous
avez toujours resté à Montmagny?

R Je suis né à Montmagny, j'ai toujours resté à
Montmagny sauf mes années d'études au séminaire et
à l'Université de Québec.

Q Vous avez dit, tantôt, dans votre témoignage,
que vous étiez intéressé dans presque toutes les in-
dustries de Montmagny? R Je suis intéres-
sé dans plusieurs industries de Montmagny.

Q Notaire, vous êtes au courant qu'en 1931-32, la
compagnie A. Bélanger Limitée travaillait trois jours
par semaine? R Je suis au courant

qu'au cours des années 1931-32, la compagnie Bélanger
a dû, par suite de la crise, diminuer considérablement
ses activités, en renvoyant une partie de ses employés,
surtout les jeunes gens et, les hommes mariés ne pou-
vaient travailler que plus que trois jours par semaine.

Q Vous connaissez la moyenne des salaires à Mont-
magny, notaire? R Je suis pas mal au cou-
rant.

Q Voulez-vous me dire si un jeune homme ou une
jeune fille de dix-huit à vingt-trois ans qui gagne
rait en moyenne \$1.50 par jour, est un salaire raison-

ADVANTAGE DE LA MONTAGNE, LA MONTAGNE

ME ROUSSEAU: Si la Cour ne le permet, je veux entendre

le notaire Hébert?

ME FERNANDEZ: Mes témoins ne sont pas encore arrivés.

ils doivent être ici dans quelques minutes.

1901 - 1902

Q Sous le même nomement que vous avez écrit. Vous

avez toujours resté à Montagny?

R Je suis resté à Montagny, j'ai toujours resté à

Montagny sans mes années d'études au séminaire et

à l'Université de Québec.

Q Vous avez dit, tantôt, dans votre témoignage,

que vous étiez intéressé dans presque toutes les in-

dustries de Montagny? R Je suis intéressé

se dans plusieurs industries de Montagny.

Q Notaire, vous êtes au courant qu'en 1901-02, la

industrie de la montagne était en déclin?

R Je suis au courant

de la situation de la montagne, mais je ne suis pas

à 50, par suite de la crise, diminuer considérablement

ses activités, en renvoyant une partie de ses employés

surtout les jeunes gens et les hommes mariés ne pou-

vaient travailler que plus ou moins par saison.

Q Vous connaissez la moyenne des salaires à Mont-

agny, notaire? R Je suis au courant

de la situation de la montagne, mais je ne suis pas

Vous-mêmes ne dire et un jeune homme ou une

jeune fille de dix-huit à vingt-trois ans qui gagne

un salaire de dix-huit à vingt-trois dollars

nable pour les temps qui courent à Montmagny?

R Je considère qu'actuellement, un jeune homme ou une jeune fille qui gagne un salaire en moyenne de \$1.50 par jour, soit \$8. ou \$9 par semaine, est un salaire raisonnable.

Q Vous avez, vous-même, des employés à votre solde, des sténographes et dactylographes? R Oui.

Q Auriez-vous objection de nous dire combien vous les payez par semaine? R \$8. et \$9 par semaine.

Q Est-ce c'est le salaire ordinaire des sténographes et des dactylographes à Montmagny?

R Je crois que c'est la moyenne des salaires qu'elles gagnent. Quelques-unes gagnent \$10., d'autres travaillent pour \$5. ou \$6.

Q Voulez-vous produire comme exhibit numéro 210, une liste des gages qui seraient payés dans trois usines de Montmagny, sans nommer ces usines?

R Je produis trois listes des gages ou salaires payés dans trois différentes industries de Montmagny.

Q Vous êtes au courant des salaires qui sont payés dans ces trois usines-là? R Je suis au courant de ces salaires.

Q Etes-vous au courant, notaire, des gages qui sont payés aux servantes qui travaillent à domicile à Montmagny, quelle est la moyenne des gages gagnés par les servantes? R La moyenne des

gages des servantes dans la ville de Montmagny varie de \$5. à \$6. à \$10. ou \$12. pour les meilleures.

ME LE COMMISSAIRE: Par mois?

LE TEMOIN: Par mois, pensionnées à la maison.

pour les jours qui restent à l'année.

Je considère de l'ensemble, un jeune homme

ou une jeune fille qui a une situation moyenne de

11.50 par jour, soit 42.00 par semaine, soit 176.00

par mois.

Vous avez, vous-même, des employés à votre service.

Les salaires sont de 11.50 par jour.

Antérieurement à l'application de la loi, vous

avez payé 11.50 par jour.

En 1914.

Est-ce que c'est la même situation pour les

autres et les autres professions à l'époque?

A la fin de l'année, c'est la même situation pour

les autres. Quelques-uns, peut-être 11.50, d'autres

travaillent pour 11.50 ou 12.00.

Vous avez, vous-même, des employés à votre service.

Une liste des salaires qui existent dans les

autres professions, sans parler des autres.

Je trouve trois listes des salaires ou des

autres. Vous avez, vous-même, des employés à votre

service. A la fin de l'année, c'est la même

situation.

Antérieurement à l'application de la loi, vous

avez payé 11.50 par jour, soit 42.00 par semaine, soit

176.00 par mois.

En 1914, c'est la même situation pour les

autres et les autres professions à l'époque.

Je trouve trois listes des salaires ou des

autres. Vous avez, vous-même, des employés à votre

PAR ME ROUSSEAU: ET ALAN YARVILLE, JURY DE L'ÉTAPE 11.

Q Etes-vous au courant des gages que gagneraient les mêmes jeunes garçons de dix-huit ans, combien peuvent-ils gagner par semaine?

R Je suis moins au courant, je sais que plusieurs compagnie les payent \$5. ou \$6. par semaine.

Q En serait-il de même pour les gages des jeunes filles qui travailleraient dans des manufactures?

R Je suis sous l'impression que c'est à peu près le même salaire, \$5. ou \$7. par semaine.

Q En 1931, avant que la compagnie Binz vienne s'installer à Montmagny, vous êtes au courant que du secours direct était payé par la ville de Montmagny?

R Oui, monsieur.

Q Au cours des années 1931-32, les années précédant les débuts des opérations de la compagnie, il y a eu des secours payés par la ville de Montmagny avec le concours des gouvernements pour des travaux de chômage?

R En 1932-33, lorsque la compagnie Binz a commencé ses activités.....

Q En 1932-33, lors que la compagnie Binz a commencé ses activités, est-ce que la ville de Montmagny a continué de payer du secours direct en salaires aux chômeurs?

R Des 1932, la première année des opérations de la compagnie Binz, la ville de Montmagny a cessé de payer du secours direct aux chômeurs.

Q Je comprends qu'en 1932-33, la compagnie Binz payait déjà près de plus de \$80,000. en salaires, par année?

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Q. Vous avez vu comment les gens ont travaillé
les mêmes heures pendant dix-huit ans, combien
R. Je suis moins en comment, je suis des dizaines
compagnie les payent \$5.00 par semaine.
Q. En serait-il le même pour les gens des ten-
nes filles qui travaillaient dans des manufactu-
res? R. Je suis sous l'impression
que c'est à peu près le même salaire, \$5.00 ou \$4.50
par semaine.
Q. En 1931, avant que la compagnie Rinz vienne à
telier à Montmagny, vous êtes en contact avec des
secours direct était payé par la ville de Montmagny
R. Oui, monsieur.
Q. Au cours des années 1931-32, les années pré-
cédant les débuts des opérations de la compagnie,
il y a eu des secours payés par la ville de Montma-
gny avec le concours des gouvernements pour des tra-
vaux de chômage?
R. En 1932-33, lorsque la compagnie Rinz a com-
mençé ses activités
Q. En 1932-33, lors que la compagnie Rinz a com-
mençé ses activités, est-ce que la ville de Montma-
gny a continué de payer des secours direct en salaires
aux chômeurs? R. Des 1932, la première
année des opérations de la compagnie Rinz, la ville
de Montmagny a cessé de payer des secours direct aux
chômeurs.
Q. Je comprends qu'en 1932-33, la compagnie Rinz
payait déjà près de \$100,000 en salaires.

R La compagnie Binz payait, dans ce temps-là, plus de \$1500. par semaine, dès 1932.

Q Vous êtes en mesure de dire que lorsque la compagnie Binz est venue s'installer à Montmagny, ceci a beaucoup amélioré la situation qui existait en 1930-1931?

R Lorsque la compagnie Binz a ouvert son usine, elle a employé 150 employés, la première année, et, plus de 280 employés, la deuxième année. Elle a sauvé Montmagny de la gêne, de la misère. Elle a amené une prospérité relative. J'en ai eu le témoignage souvent par les marchands, des cultivateurs, des laitiers, des commerçants. Je sais, aussi, que les taxes qui étaient beaucoup arriérées, les taxes scolaires pour lesquelles beaucoup étaient arriérés, ont été payées, les arrérages ont diminués. Aujourd'hui, nos différents corps publics sont en meilleure position, de même que la collection des abonnements accusent beaucoup moins d'arrérage.

PAR ME BEAUREGARD:

Q Quelle est la différence, en bloc, du pourcentage entre les salaires actuels dont nous venons de parler et les salaires dans le temps ordinaire, qui serait avant le temps de la dépression, à Montmagny?

R C'est assez difficile à vous donner la moyenne. Je n'étais pas mêlé à l'organisation industrielle très activement avant 1932. Je sais bien qu'en 1917-18, nous avons eu une période industrielle très active. Nous avions, ici, une manufacture d'obus, dans ce temps-là. Il se payait des salaires de \$150,000. par mois pour 1500 ouvriers. Bien des employés gagnaient \$10. par jour. J'en ai connus qui travaillaient à la job, qui se faisaient jusqu'à \$15., \$20., par jour. La guerre étant finie, il y a eu une pé-

R La compagnie s'ins payait, dans ce temps-là,
plus de \$1500. par semaine, dès 1932.

Q Vous êtes en mesure de dire que lorsque la
compagnie s'ins est venue s'installer à Montmagny,
il y avait beaucoup amélioré la situation qui existait en 1932?
R Lorsque la compagnie s'ins

est venue, elle a employé 150 employés, la
première année, et, dans de 250 employés, la deuxième
année. Elle a sauvé Montmagny de la faim, de la
misère. Elle a amené une prospérité relative. C'est
là en le témoignage souvent par les marchands, des
cultivateurs, des laitiers, des commerçants. Je ne

sais, que les taxes qui étaient beaucoup réduites
les taxes scolaires pour lesquelles beaucoup étaient
amalgamés, ont été payées, les aménagements ont diminué
aujourd'hui, nos différents corps politiques sont en
relation, c'est-à-dire, de même que la collection des

aménagements, c'est-à-dire, de même que la collection des
aménagements, c'est-à-dire, de même que la collection des

Q Quelle est la différence, en plus, en moins
entre les relations actuelles dont nous venons de
parler et les relations dans le temps ordinaire, qui
serait avant le temps de la dépression, à Montmagny?

R C'est assez difficile à vous dire la réponse
à votre question, c'est-à-dire, de même que la collection des
aménagements, c'est-à-dire, de même que la collection des

Q Vous dites que la situation s'est améliorée, mais
ce n'est pas tout. Il se payait à certaines de \$150,000.

Q Vous dites que la situation s'est améliorée, mais
ce n'est pas tout. Il se payait à certaines de \$150,000.

riode de un an et demi, deux ans, 1919-20, ça pris une couple d'années avant que les usines de machines agricoles s'organisent. Alors, encore, nous avons eu une période de prospérité. Les usines ont employé 4 ou 500 employés pendant presque un an, les salaires augmentaient beaucoup. Depuis 1929, les salaires ont baissé, et, dans ces industries, ces salaires ont baissé de 40%.

Q Dans quelle industrie réferez-vous?

R Vu que je suis un des directeurs de cette compagnie, même, le président, je demanderait la protection de la Cour pour ne pas mentionner son nom?

Q Maintenant, vous dites que pour les employés, les salaires dans cette industrie dont vous taisez le nom ont baissé comme ça?

R Je vais vous donner exactement les pourcentages.

Q C's notes que vous cherchez, est-ce un relevé officiel.

R C'est le relevé officiel donné par le gérant le surintendant et que je peux certifier comme étant exactement correcte.

J'ai la liste de réductions des salaires des employés dans cette compagnie. Voici la réduction sur les salaires dans cette compagnie:

10% de réduction, du 16 décembre, 1930 au 31 décembre, 1931. 20% de réduction du premier janvier, 1932.....

Q 20% sur la balance? R La réduction d'un autre 10%.

Q C'est 10% additionnel? R 10% additionnel. 25% du 16 avril, 1932 au 31 décembre, 1932.

35% du premier janvier, 1933 au 31 mars, 1933.

40% du premier avril, 1933 jusqu'à date.

Q Je vois, maintenant, 40%, 10%, 20%, 35%, ça fait

plus de 100%?

R C'est le taux de la réduction sur le premier salaire de base, 5% additionnel sur chaque période. Je puis vous dire que depuis ce temps-là, au cours de l'année dernière, il y a eu une augmentation de 7½% dans cette industrie grâce aux mesures urgentes prises avec le concours des directeurs. Nous avons fait remettre à flot le navire qui, à un moment donné, menaçait de sombrer.

Cette industrie emploie-t-elle, aujourd'hui plus d'employés qu'alors? R Elle emploie, aujourd'hui, 250 employés.

Q Plus de monde qu'en 1931, lors de la première réduction? R Je suis entré directeur en 1932.

Q Je voudrais savoir si vous savez que cette compagnie emploie actuellement, plus d'employés qu'elle en employait lors de la première réduction de salaires.

R Cette compagnie emploie beaucoup de monde. Le nombre des employés actuels, 250, est à peu près égal au nombre d'employés quand la première réduction a été faite. Je ne puis préciser les chiffres, je ne suis entré directeur de la compagnie qu'en juin, 1932.

Q Autrement dit, la compagnie fait à peu près le même volume d'ouvrage qu'au moment de la première réduction?

R Elle fait à peu près le même volume d'ouvrage qu'au moment de la première réduction, elle n'emploie pas encore autant d'employés qu'en 1929-30, quand il y en a eu 400.

Q Je comprends que la compagnie fait approximativement le même volume d'ouvrage puisqu'elle a le même

SECRET

.sevolens och i en' fröarna

nombre d'employés?

R Je suis sous cette impression-là, oui.

Q Prétendez-vous que le même sort est arrivé aux ouvriers employés dans les diverses industries de Montmagny que dans cette compagnie-là, à savoir que la diminution aurait été jusqu'à 40% sur les gages?

R Dans d'autres industries, prenons la compagnie Price, elle avait été deux ans sans opérer du tout, et les employés ne travaillaient pas du tout.

Q Je parle de ceux qui travaillent, pas de ceux qui ne travaillent pas. Parmi les maisons qui ont continué d'exister, est-ce que la diminution a été aussi considérable.

R La diminution dans le nombre des ouvriers?

Q¹ La diminution dans le salaire payé.

R La diminution dans les salaires payés, je ne suis pas au courant comme dans ces deux compagnies-là, des salaires payés. Je comprends que les salaires dans les autres industries ont baissé à peu près suivant les mêmes lignes, parallèlement.

Q Vous avez parlé, tantôt, du salaire des servantes. Est-ce que ça fait bien des années que les servantes s'engagent à \$5. ou \$6. jusqu'à \$10. par mois, pour les meilleures? R Les meilleures, avant, faisaient \$15.

Q Les autres, aujourd'hui, \$5. ou \$6.?

R \$5. ou \$6. ou \$7. ou \$8.

Q Il n'y a pas de 40? R \$6. à \$8. c'est 33%.

Q Savez-vous si les affaires de la compagnie dont vous venez de parler sont bonnes, en moyennes ou mauvaises, la compagnie dont vous avez donné les pour-

centages des réductions?

R La compagnie dont je viens de parler, actuellement, ses affaires sont beaucoup améliorées. Je dois vous dire que cette compagnie a été obligée de se mettre en liquidation, prendre un arrangement spécial avec les porteurs d'obligations, faire un arrangement spécial pour les payer seulement trois pour cent d'intérêt au lieu de six pour cent. J'ai demandé aux porteurs d'obligations de céder la moitié de leur intérêt pour permettre à la compagnie de payer ses obligations, en vertu d'un contrat fédéral d'arrangement avec certaines catégories de créanciers.

(La feuille 3910 suit)

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certificats des réductions

La compagnie dont je viens de parler, a été
fondée, par l'Assemblée des Propriétaires, le
1er Mars 1852, et a été organisée en vertu
de la loi en matière de liquidation, promulguée en 1851.
Elle a été créée avec les pouvoirs d'obligations, de faire un
compte spécial pour les payer seulement trois pour
cent d'intérêt au lieu de six pour cent. C'est ainsi
qu'elle a été créée de manière à ce qu'elle puisse
leur intérêt pour permettre à la compagnie de payer
ses obligations, en vertu d'un contrat spécial d'ar
rangement avec les Propriétaires de la compagnie.

(La feuille 3210 suit)

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ALBERT LAUFFER, Recalled,

EXAMINED BY MR. TREMBLAY:

Q. In what capacity, Mr. Lauffer, do you work at them.E. Binz Company, Montmagny?

A. I am manager of the M.E. Binz Company.

Q. How many years' experience have you in the manufacture of silk? A. 25 years.

Q. Where have you worked previously to Montmagny?

A. I worked in Switzerland, I worked in Germany, in Italy, in France, and the United States.

Q. How many hours a day do you work here as Manager of the Company? A. I start at 7 o'clock in the morning until noon, and from one o'clock till 6 and from 7 o'clock till 10 or half past 10. That is 13 or 14 hours.

Q. When you opened this plant here have you found some experienced workers in silk manufacturing in Montmagny? A. There was no experienced help to be found in Montmagny.

Q. Have you been obliged to have some instructors from the United States? A. We had some instructors from the United States and some from Canada for the first few months.

Q. Now, how long does it take a man before he can run a machine alone to make a good worker on the different operations that you have here, beginning with the warpers? A. The warper, I would say, takes at least two years to make the

1910

WILLIAM L. BRYDIE

STANDARD OF THE INDUSTRY:

Q. In what country, or countries, are you now

at the W. L. Brydie Company, Montreal?

A. I am manager of the W. L. Brydie Company.

Q. How many years' experience have you in the

management of silk

Q. Where have you worked previously to Montreal?

A. I worked in Switzerland, I worked in Germany,

in Italy, in France, and the United States.

Q. How many hours a day do you work here as

manager of the Company? A. I start at 7 o'clock

in the morning until noon, and from one o'clock

until 6 and from 7 o'clock until 10 or half past 10.

That is 12 or 14 hours.

Q. When you opened this plant here have you

found some experienced workers in silk manufacturing

in Montreal? A. There was no experience.

help to be found in Montreal.

Q. Have you been obliged to have some instruction

from the United States? A. We had some in-

struction from the United States and some from Canada

for the first few months.

Q. Now, how long does it take a man before

he can run a machine alone to make good work

on the different operations that you have here,

A. The first, I

think, takes at least two years to make the

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warper and even after two years, there is something new every day.

5 Q. And for the winders? A. Winders, from six months to one year, to know their work, but they will gain speed after that. That comes with the time, with the years, the speed.

Q. And the spinners? A. Spinners, about the same as winders, from 6 months to 1 year.

10 Q. And the weavers? A. The weavers to run four looms requires at least 2 years, 2 years at least for the weaver to run four looms.

Q. And the smash fixer? A. Two years, the same as the weaver.

15 Q. And the picking? A. The picking, that might take two or three months, some it takes longer.

BY THE COMMISSIONER: Q. What is that?

20 A. Picking the pieces after they come from the loom. Some might take two months, some a little less, and some six months.

25 BY MR. TREMBLAY: Q. Now, during the time when they learn their job, do the apprentices spoil your silk stock and machines? A. They ruin a lot of machines and silk, the apprentices, yes. They are making a lot of bad merchandise, and they cost a lot of money in supplies until they know how to handle the machine properly.

30 Q. Now, Mr. Lauffer, it happens sometimes that you are obliged to stop some looms? A. Sometimes

it happens that the orders do not come in fast enough from Montreal, that we have not enough orders to cover all the looms. That happens sometimes, especially in between seasons, that that can happen for one or two days, or three days.

Q. Suppose you have a weaver who is ~~xxx~~ used to running four looms, and at one night you have only one or two to give to him. Do you oblige him to stay there the whole night and to work on only one or two looms? A. They do not have to stay on two looms. If they prefer to go home we can always arrange to give the weaver next to him five looms for one or two nights. We don't expect them to run one loom or two looms.

Q. In improving your mechanics in your shop, would it be possible to make more work with less workers? A. As you heard the testimony from our President this morning, if we had improved looms, that means automatic looms, we could reduce our weavers from 180 weavers probably to 30 weavers. That means we could reduce them by 90. Instead of a weaver running four looms he could easily run 12 looms, 12 to 16 looms, and more or less the same thing applies in the other departments, with high speed warpers and high speed spinners we could dispense with probably 30 per cent. of our help.

Q. Now, I understand, Mr. Lauffer, that since one year and a half you are running with three

it happens that the orders do not come in fast

enough from Montreal, then we have not enough orders

to cover all the looms. That happens sometimes,

especially in between seasons, that that can happen

for one or two days, or three days.

Suppose you have a weaver who is run used

to running four looms, and at one night you have

only one or two to give to him. Do you call

him to stay there the whole night and to work on only

one or two looms?

stay on two looms. If they prefer to go home to

can always arrange to give the weaver next to him

five looms for one or two nights. We don't expect

them to run one loom or two looms.

In improving your machinery in your shop,

would it be possible to make more work with less

workmen? As you heard a few days from

our president this morning, if we had improved looms,

that means automatic looms, we could reduce our

weavers from 120 weavers probably to 80 weavers.

That means we could reduce them by 33. That is of

a weaver running four looms he could easily run

12 looms, 12 to 16 looms, and now on less than one

that applies in the other departments, with high

some with probably 25 per cent. of our help.

3913

Lauffer,

shifts on the looms? A. Yes, sir.

Q. Is it your intention to have three shifts in the other departments of your plant? A. We have been breaking in help right along in the other departments and we are going to put ~~x~~ three shifts in every department within the near future.

Q. So you will give employment to more men and more girls? A. Yes, sir.

Q. Now, have you something to say to this Court to explain how it is that Miss Jeanne Minville has worked so many hours during a certain period of time? A. Mademoiselle Jeanne Minville works in the twisting and entering department. That is the department that repairs the warps for the looms. Now, at the beginning, probably the first six or eight months for very good reasons we had to make the warps 200 yards long while to-day we make them 1200 yards long, 1,000, 1200, and sometimes ~~even~~ even longer. At the beginning we had to make them probably only 200 yards long because when inexperienced help works on a warp for 100 or 200 yards the different threads get so crossed up that it is very difficult to weave them. Therefore we make the warp very short. That gives a lot of extra work. That was only the first six months, but since the last four years this same Jeanne Minville is probably one of our best, and probably the one girl that works more overtime than anybody else. She did not work

shifts on the looms? A. Yes, sir.

Q. Is it your intention to have three shifts

in the greater convenience of your plant? A. Yes

have been breaking in help right along in the other

departments and we are going to put a third shift

in every department within the near future.

Q. So you will give employment to more men and

more girls? A. Yes, sir.

Q. Now, have you something to say to this Court

to explain how it is that Miss Jeanne Minville

has worked so many hours during a certain period of

time? A. Undoubtedly Jeanne Minville works

in the tailing and entering department. That is

the department that repairs the warp for the looms.

Now, at the beginning, probably the first six or

eight months for very good reasons we had to have

the warp 300 yards long while today we have had

the warp 1000 yards long, 1000 yards, and sometimes more.

even longer. At the beginning we had to make warp

probably only 300 yards long because the inexperienced

help works on a warp that is on the machine

at present, however, we are now up to 1000 yards

without so many men. Therefore we are in

the same position, and we are going to put a third shift

and we are only one shift away from being in

the same position as we are now, and we are going to

put a third shift, and we are going to put a third shift

and we are going to put a third shift, and we are going to

more than two to three hours per two weeks overtime,
not more than two to three hours per two weeks.

Q. What are you doing to have the sanitary
conditions kept good in your manufacture? A. I

5 think they are as good as any place I have visited
before. We have a woman takes care of it; she comes
every morning and takes care of that. She does not
do anything else b t take care of the chambre de toilette
We certainly do all we can to keep them clean.

10 We have them painted three times probably a year.

Q. Have you someone who cleans these daily,
every day? A. There is a woman comes every morning,

every noon at 11 o'clock and she works until 2 o'clock
15 cleaning with some disinfectant. Besides we have
about four or five young men that clean all day picking
up things from the floor and keep the place clean.

On every floor we have one..

20 Q. My learned confrere , Mr. Beauregard, has
examined very carefully Mr. Hebert. I understand
Mr. Hebert has worked a great deal at the beginning
of your organization. Can you give to this Court
an appreciation of his work, and have you benefitted
25 by his work?

THE COMMISSIONER: Whose work?

MR. TREMBLAY: Mr. Hebert?

30 THE WITNESS: For the first year and a half or
two years Mr. Hebert worked very hard. He was there
every day and I am sure he must have made a lot of

more than two to three hours per two weeks overtime,
not more than two to three hours per two weeks.
.. What are you doing to have the sanitary
conditions kept good in your restaurants?
I think they are as good as any place I have visited
before. We have a woman takes care of it; and once
every morning and takes care of that. She does not
do anything else but take care of the drainage & tell
us certainly do all we can to keep them clean.
We have them painted three times probably a year.
.. Have you someone who cleans these daily,
every day?
.. There is a woman comes every morning
every noon at 11 o'clock and she works until 2 o'clock
cleaning with some disinfectant. Besides we have
about four or five young men that clean all day picking
up things from the floor and keep the place clean.
On every floor we have one..
.. My learned colleague, Mr. Beaumont, has
examined very carefully Mr. Robert. I understand
Mr. Robert has worked a great deal in the cleaning
of your organization. Can you give to this Court
an appreciation of his work, and have you benefited
by his work?
.. I think that for the last year and a half or
two years Mr. Robert worked very hard. He was there
every day and I am sure he must have made a lot of

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enemies, and I think if the Town of Montmagny would give Mr. Hebert a salary for the rest of his life he would well deserve that.

MR. McRUER: They might send flowers instead.

5 Q. Just one question, Mr. Lauffer, in speaking of the inefficiency of the untrained help, or help that were just being trained I see by the operating account of the first period ending the 30th of June, 1933, from November 1st, 1931 to the 30th of June, 10 1933, that you had a gross profit of \$97,000, so that the employee in the course of training apparently made good that could be profitably sold?

15 A. I can say for the employees here, that the boys and girls, that our boys and girls here compare favourably with any place that I ever worked before, but it takes one or two more years' experience and they can compare favourably with any place.

20 Q. In the next period, the next year ending June 30th, 1934, the gross profit was \$75,000. That was for 12 months; the previous one was about 18 months, and for the year ending June 30th, 1935, it was \$100,000. In speaking of their work, where it was-
25 whether it was well done or otherwise you were making a substantial ~~profit~~ profit right from the beginning, were you not? A. I don't think from the beginning, Mr. McRuer.

30 Q. Well, the statements show at the end of the first period of 18 months, anyway, a profit of about

...and I think if the town of ...
...he would well deserve that.

...last one question, Mr. ... in speaking

of the inefficiency of the ...
that were just being trained I see by the operating
account of the first period ending the 30th of June,
1933, from November 1st, 1931 to the 30th of June,

...that you had a gross profit of \$27,000, so that
the employee in the course of training apparently
made good that could be profitably sold?

A. I can say for the employees here, that the boys
and girls, that our boys and girls here compare favour-

ably with any place that I ever worked before,
but it takes one or two more years' experience and
they are comparable favourably with any place.

...in the last ...
...1934, the gross profit was \$25,000. That was
for 12 months; the previous one was about 12 months,
and for the year ending June 30th, 1933, it was

\$16,000. In speaking of their work, where it was-
whether it was well done or otherwise you were making
a substantial profit right from the beginning.
A. I don't think from the beginning.

...Well, the statements show at the end of the
that period of 12 months, anyway, a profit of about

\$97,000 -

MR. TREMBLAY: You had better ask those questions of Mr. Binz.

5 MR. BINZ: Mr. McRuer, I would like to answer that question. I know more about that than Mr. Lauffer does.

MR. McRUER: It is more of an observation than a question.

10 MR. BINZ: Mr. Lauffer cannot answer that because he has not the knowledge.

MAX E. BINZ, (Resumes the Stand)

BY MR. TREMBLAY:

15 Q. Mr. Binz, can you explain that your Company made apparently profits with these inexperienced workers?

A. Well, that is a proposition which I think is very easily to be explained. Those profits there do not necessarily represent profits, because the labour is worked on it. In all probability that might be profit which we made on an advantageable purchase of raw material. We might have had a disadvantageable purchase of raw material/which would show in the following year, not as big a profit, Mr. McRuer, as the previous year.

25 BY MR. McRUER: Q. Of course, anything might happen, Mr. Binz? A. I like to be enlightened. I know that is a fact that we made good silk purchases during certain years and we made poor silk purchases during

30

other years. That is definitely so.

Q. Well, I suppose that is true whether you have
got efficient help or inefficient help? A. Positively,
that is trading profits.

Q. Well, I am not going to get into a long argument
with you about your gross profits. There they are.

A. Thank you very much.

(page 3920 follows)

1914

other years. That is definitely so.

Well, I suppose that is true whether you have

got efficient help or inefficient help? A. Positive

that is trading profits.

Well, I am not going to get into a long argument

with you about your gross profits. There they are.

A. Thank you very much.

(page 280 follows)

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3920

(BOUTIN)

EDOUARD BOUTIN.

Lequel témoin est assermenté:

Interrogé par Mtre ROUSSEAU.

5

Monsieur Boutin, vous restez à Montmagny?

R Oui, monsieur.

Q Depuis combien d'années? R Depuis dixsept ans.

Q Pour qui travaillez-vous? R Pour A. Bacal.

10

Q Je comprends que Monsieur Bacal est marchand de hardes faites, n'est-ce pas? R Oui.

Q Avez-vous beaucoup d'employés au magasin de A. Bacal, dans le moment? R Dans le moment j'en ai quatre, dans des saisons jusqu'à six.

15

Q Je comprends que vous êtes le gérant de la maison Bacal de Montmagny? R Oui, monsieur.

Q Voulez-vous dire combien vous payez par semaines à vos employés? R A part de moi?

Q Oui, à part de vous? R \$36.00. par semaine.

Q \$36.00 par semaine? R Oui.

Q Pour quatre employés? R Oui.

20

Q \$9.00 chacun par semaine? - R Oui.

Q Des employés expérimentés? R Oui, tous.

25

Q Etes-vous en mesure de dire, si c'est la moyenne des salaires à Montmagny pour le même genre d'ouvrage? R C'est moi qui paye le plus chez les marchands, pour les jeunes filles.

Q Monsieur Boutin, vous êtes un des actionnaires de la compagnie Binz, vous avez souscrit dès le commencement de l'organisation de la compagnie?

R Oui, monsieur.

30

[1935]

1935

WITNESSES

Subscribed and sworn to before me this _____ day of _____ 1935.

Notary Public for Washington

My commission expires _____

My office is at _____

Witness my hand and seal this _____ day of _____ 1935.

Notary

Subscribed and sworn to before me this _____ day of _____ 1935.

Notary Public for Washington

My commission expires _____

My office is at _____

Witness my hand and seal this _____ day of _____ 1935.

Notary Public for Washington

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My commission expires _____

My office is at _____

Witness my hand and seal this _____ day of _____ 1935.

Notary Public for Washington

My commission expires _____

My office is at _____

Witness my hand and seal this _____ day of _____ 1935.

Notary Public for Washington

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Q Voulez-vous nous dire pourquoi vous avez souscrit?

R Pour pouvoir aider à l'industrie, et pour continuer à faire le commerce, dans le temps la compagnie Bélanger marchant que trois jours par semaines, et une industrie comme celle là nous permettait de continuer le commerce sur la même base.

Q Vous êtes au courant que les conditions en 1930-1931, et 1931-1932 étaient très pénibles à Montmagny? R Oui.

Q Lorsque la compagnie Binz a commencé à manufacturer à pleine capacité, 24 heures par jour, est-ce que déjà vous vous êtes senti de ce surcroît de travail à Montmagny? R Oui, beaucoup, mes affaires ont augmenté de 10% la première année, et ça continué, de 7% à 8% tous les ans.

Q Et vous êtes en mesure de dire que c'est le travail fourni par la compagnie Binz qui a augmenté votre chiffre d'affaires? R Oui.

PAR M^{RE} BEAUREGARD:

Q Combien d'heure par jour travaille une jeune fille chez Bacal? R Elle commence à 8 heures, et finit à six heures, le vendredi soir à dix heures, et le samedi soir à 11 heures.

Q C'est une journée de 9 heures, et elles ont une heure pour dîner? R Oui.

Q Elles font des journées de 9 heures?

R Oui, monsieur.

Q De 8 à midi, et de une heure à six heures?

R Oui, le samedi encore cinq heures supplémentaires, c'est à dire, trois heures le samedi.

Q Payez-vous vos employés de cette catégorie moins cher maintenant que vous les avez déjà payé, avez-vous déjà payé plus cher que ça chez Bacal?

R Non.

Q Pas plus que \$9.00 par semaines? R Pas pour les jeunes filles.

Q La prospérité n'a pas passé chez vous? R Il y en avait pas de jeunes filles, j'étais seul au magasin dans ce temps là.

Q On ne peut pas comparer chez tous les salaires des autres commis, quant à autrefois, quant aux jeunes filles? R Non.

PAR M^{RE} TREMBLAY.

Q A quel salaire avez-vous commencé? R Chez Bélanger je gagnais \$4.50 par semaine.

Q Ca vous a pris du temps à gagner ce salaire là? R Oui, j'ai augmenté tout le temps.

M^{RE} BEAUREGARD:

Q Quel âge aviez-vous quand vous avez commencé?

R 16 ans.

Q Qu'est-ce que vous faisiez? R Je faisais la correspondance chez M.A. Bélanger.

-O-O-O-O-O-O-

M^{RE} ROUSSEAU: La Cour m'a demandé de faire un tableau des salaires à Montmagny, j'ai fait enquête et les dactylographes sont payés de \$4.00 à \$10.00 par semaines; les commis de magasin de \$5.00 à \$8.00.

PAR M. LE COMMISSAIRE: Une moyenne de \$7.00.

PAR M^{RE} ROUSSEAU:

Les commis de magasins \$5.00 à \$8.00. Les

avez-vous des employés de cette catégorie
chez vous maintenant ou vous les avez eu autrefois
avez-vous déjà eu plus cher que chez vous
les jeunes filles.
La propriété n'a pas passé chez vous ?
Y en avait-il des jeunes filles, j'étais seule et
gagnais de l'argent.
On ne peut pas comparer avec les autres
des autres commis, d'ant à d'autres, c'est
PAR MIRE TROUBADAY.
A quel salaire avez-vous commencé ?
Mélanger le gâteau \$4.50 par semaine.
C'est vous qui étiez la seule à faire ce salaire
à l'époque, j'ai commencé tout le monde.
Quel âge aviez-vous quand vous avez commencé ?
15 ans.
C'est-à-dire que vous étiez à la maison
la correspondance chez M. A. Dubé.
Et vous n'avez pas demandé de l'argent
au début des années à Montréal, j'ai fait
adapte et les graphologues ont payé de \$6.00
à \$10.00 par semaine; les commis de magasin de
\$5.00 à \$6.00.
Par M. A. Dubé : Une moyenne de \$10.00.
Les commis de magasin \$5.00 à \$6.00. Les

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BOUTIN.

Les employés de bureau de \$6.00 à \$8.00 par semaine, les servantes de \$6.00 à \$12.00 par mois, et celles qui sont expérimentées à quelques une \$15.00. J'ai fait enquête dans plusieurs magasin et je me suis informé moi même.

Dans une usine j'ai eu la liste de salaire et la moyenne de salaire est de \$1.65 par jour, 1 à \$24.00 par semaine; 1 à \$21.00; 1 à \$10.50; 2 à \$9.00 par semaine; 1 à \$7.50 par semaine; 8 à \$6.00 par semaine.

PAR M. LE COMMISSAIRE: Connaissez-vous les heures de travail?

PAR M^{RE} ROUSSEAU:

Elles sont de dix heures.

-O-O-O-O-O-O-O-O-O-O-O-O-

LOUIS PELLETIER. (Entendu de nouveau)

Lequel est interrogé par M^{re} TREMBLAY.

Q Monsieur Tremblay voulez-vous prendre connaissance d'un documents contenant les noms de tous vos employés, et voulez-vous produire une copie de la liste de payer pour les deux semaines finissant le 29 février 1936; comme pièce 211?

R Oui, monsieur.

Q Pouvez-vous nous dire monsieur Pelletier maintenant, combien d'employés homme ou femmes, que vous avez été obligé de repasser depuis le commencement, pour arriver à avoir les 280 employés que vous avez actuellement? R Six cent onze, qui ont passé sur nos listes de paye.

Q Six cent onze noms vous ont donné les deux cent quatre-vingt employés que vous avez actuellement? R Oui, qu'on a aujourd'hui.

Q Etes-vous capable de donner une explication pourquoi les hommes apparemment gagnent moins que les femmes chez vous? R Il y en a qui gagnent autant, seulement que pour se souvenir les hommes ont commencé beaucoup après les femmes, le premier quart qui a été formé a été formé par des jeunes filles, le quart des tisserands, c'est l'opération principale, c'était des jeunes filles. Un peu plus tard, on a commencé à entraîner des hommes pour former un deuxième quart, de nuit, et encore plus tard un troisième quart de nuit, encore des hommes. Généralement, ils ont moins d'expérience, à part de ça, monsieur le gérant peut vous le dire, mieux que moi, les filles ont plus d'aptitudes pour commencer, mais j'ai entendu dire que plus tard les hommes font aussi bien et même mieux que les filles des fois.

PAR M^{RE} BEAUREGARD:

Q Je comprends qu'on vous a demandé de produire un certain nombre d'état, dont un état de la production du 6 janvier 1936 au 11 avril 1936, démontrant la date, la liste de paye, la nature du matériel, si c'est soie naturelle ou rayon, et le total. Vous avez ici je comprends cet état du 6 janvier au 11 avril 1936, voulez-vous le produire, comme exhibit 212? R Oui.

Q Avez-vous les autres états? R J'ai les copies.

Q Qui vous ont été demandées? R Oui, monsieur.

Q Voulez-vous les donner? R Oui.

Q Il apparait n'est-ce pas à cet état comportant la production du 6 janvier au 11 avril 1936?

R C'est la production des quatre premiers mois de l'année démontrant la soie naturelle et la soie artificielle.

Q Je comporte que cet état comporte pour la quinzaine finissant le 18 janvier 1936, vous avez produit 50560 verges? R Oui.

Q Pour la quinzaine finissant le 1er février 1936, vous avez produit 49281.1 verges? R Oui.

Q Pour la quinzaine finissant le 15 février 1936, vous avez produit 33.703.1 verges? - R Oui, monsieur.

Q Pour la quinzaine finissant le 29 janvier 1936 vous avez produit 49834 verges? R Oui, monsieur.

Q Pour la quinzaine finissant le 14 mars 1936, vous avez produit 49.593.1 verges? R Oui.

Q Pour la semaine finissant le 28 mars 1936, vous avez produit 49.075.7 verges? R Oui, monsieur.

Q Enfin la dernière semaine apparaissant à votre état est celle du 11 avril 1936, vous avez produit 54842? R Oui, monsieur.

Q Formant une somme globale du 6 janvier 1936 au 11 avril 1936 de \$ 336.889.4 verges? R C'est bien ça.

Q Voulez-vous produire cet état comme pièce n12? R Oui.

Q On vous a d'autre part demandé de produire la décomposition des dépenses de ventes pour les années 1933-1934, pour ces deux années nous constatons que les salaires de 1933-1934 était de \$10.480.00,

1. Le rapport n'est pas à cet état complet

la production de 6 Janvier au 11 Avril 1900

2. C'est la production des quatre premiers mois de

l'année terminant le 31 Mars 1900

3. Le rapport n'est pas à cet état complet

4. Le rapport n'est pas à cet état complet

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34. Le rapport n'est pas à cet état complet

35. Le rapport n'est pas à cet état complet

et pour 1934-1935, de \$14.195.00? R Oui.

Q Devons nous comprendre que la différence s'applique par l'emploi de nouveau employés? Oui, par les dépenses du bureau de Montréal pour l'emploi de nouveaux employés au bureau de Montréal.

Q C'est à dire le bureau de Monsieur Binz à Montréal? R Oui.

Q Les dépenses de voyageurs de commerce, pour 1933-1934, était de \$865.00? R Oui, monsieur.

Q Et en 1934-1935, étaient de \$3209.39? R Oui.

Q C'est encore au bureau de Montréal qu'il faut chercher la source de cette augmentation?

R Oui, monsieur.

Q Les sundries, assemblages de bureaux, papeterie, etc., s'élèvent à \$761.12 pour 1933-1934? R Oui.

Q Et pour 1934 à 1935, à \$3392.07? R Oui.

Q C'est toujours à Montréal qu'il faut chercher la différence? R Oui.

Q Alors le total pour 1933-1934, serait \$12106.12, alors qu'en 1934-1935, il est de \$20796.66?

R Oui, monsieur.

Q Voulez-vous produire cet état comme pièce 213?

R Oui, monsieur.

Q Je comprends que vous avez un autre état de préparé, un état de la machinerie de la maison Binz à la date du 30 juin 1934, comprenant ce qui a été fourni par Monsieur Bins, contre le transfert à lui fait de tout le stock commun, et s'élevant au chiffre global de \$26.138.89? R Oui.

Q Vous avez l'achat du throwing plant, intervenu en May 1932, pour \$15.000.00; vous avez l'énumération d'un certain nombre de machines dont le chiffre

global serait de \$15.000.00, qui a été payé par la
il a
compagnie M.E.Binz, comme ~~xxxxxxx~~ dit ce matin?

R Oui, monsieur.

Q Vous avez en outre des unités qui ont été achetées
subséquentement, dont 16 machines spinners achetés
de Silk City Textile en octobre 1933, et différentes
autres machines achetés des vendeurs? R Non, ce
sont des manufacturiers.

Q Le tout au total de \$22.909.89? R Oui.

Q En outre vous avez du renouvellement de l'ou-
tillage? R Non, toutes ces machines ont cer-

tains accessoires, c'est surtout le renouvellement
de ces accessoires qui sont chargés à la machinerie.

Q Accessoires de ces machines pour \$9.387.69? R Oui.

Q Et ensuite les frais de transport et de douanes,
sur le tout à \$16.324.63? R Oui.

Q Ce qui veut dire que vous auriez payé \$89.761.10
en évaluant la première livraison par M. Binz,
à \$26.138.89? R Oui.

Q Le reste serait contre argent à l'exception
des \$26.138.89? R Oui.

Q Cet argent a été payé parla compagnie?

R Oui, monsieur.

Q Voulez-vous produire cet état comme pièce 214?

R Oui, monsieur.

Q Pourriez-vous déterminer quel est dans le
chiffre de \$16324.63, quel est le chiffre qui doit
être attribué au paiement de la douane, et quel
chiffre qui doit l'être au paiement du transport, et
quant à la douane, et nous dire à quel groupe de
machines s'appliquent ces frais de douanes?

R C'est long, il faudrait que je ferais ça, je

Company A.B.C. Co., 1000 Main St., New York

1000 Main St., New York

1000 Main St., New York

1000 Main St., New York

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peux-vous donner par le taux de la douanes, la majorité de ces articles là sont rentrés sur un taux de 10%, plus 6%, plus 3%.

Q Venant des Etats Unis? R Oui, monsieur.

Q C'est de la machinerie venant des Etats Unis?

R Oui, le 6% et le 3% s'applique sur le 10%, plus proche de 2%.

Q Voudrez-vous nous éclairer, quant aux conditions du manufacturiers au sujet de cette douane, nous donner un état détaillé et la produire comme pièce 215?

R Oui, monsieur.

Q Voudrez-vous s'il vous plait produire comme pièce 216, la liste des salaires des officiers et des-membres de l'exécutif de la compagnie, rétributions sous forme de bonus ou autrement? R Oui, monsieur.

Q Pour les années 1934, 1934? R Oui.

PAR M. LE COMMISSAIRE: Comme salaires ou bonus?

M. BEAUREGARD: Les deux.

Q Pour les années 1934, 1934, 1935? R Oui.

Q Devons-nous comprendre que ceci comprends tous bonus ou tous retraites des officiers, membres de l'exécutif, directeurs? R Ca comprend tous les montants qu'ils ont reçus.

Q Sous quelque forme que ce soit? R Sous quelque forme que ce soit.

--o--o--o--o--o--o--o--o--

MAX E. BINZ, Recalled,

EXAMINED BY MR. McRUER:

Q. You have got something you want to file?

5 A. Yes, Mr. McRuer, if you please. This is a copy of the Factors' arrangement which I want to file with the Commission; I think you had desired to see that.

BY THE COMMISSIONER: . What is this?

10 MR. McRUER: This is a copy of the agreement between M.E. Binz Company and the Factors Corporation Limited. It was not filed before; we mentioned it.

THE COMMISSIONER: It has not been given a number, has it?

15 MR. McRUER: No.

THE COMMISSIONER: It will be Exhibit 217.

It is a copy of the agreement between -

MR. McRUER: Canadian Factors Corporation Limited, and M.E. Binz Company.

20 THE WITNESS: Mr. McRuer, it is also the agreement between the Schuler Company and M.E. Binz Company.

BY THE COMMISSIONER: Between whom? A. The Schuler Company and M.E. Binz Company.

25 BY MR. McRUER: Q. Just let us have that paragraph? A. There is one contract which incorporates the entire agreement.

30 . Paragraph 3 refers to the agreement between the Schuler Agencies Limited and the Binz Company. There apparently was not in existence a written agreement between Schuler Agency Limited and the Binz Company? A. There is not.

MAX E. BIRK, Recalled,

EXAMINED BY MR. McNEER:

Q. You have got something you want to file?

A. Yes, Mr. McNeer, if you please. This is a copy of the factors' arrangement which I want to file with the Commission; I think you had desired to see that.

BY THE COMMISSIONER: What is this?

MR. McNEER: This is a copy of the agreement

between M.E. Birk Company and the Factors Corporation Limited. It was not filed before; we mentioned it.

THE COMMISSIONER: It has not been given a number.

Yes, it

THE COMMISSIONER: It will be Exhibit 217.

It is a copy of the agreement between -

MR. McNEER: Canadian Factors Corporation Limited

and M.E. Birk Company.

THE WITNESS: Mr. McNeer, it is also the agreement

between the Schuler Company and M.E. Birk Company.

BY THE COMMISSIONER: Between whom? A. The

Schuler Company and M.E. Birk Company.

BY MR. McNEER: That let us have that

paragraph? A. There is one contract which

incorporates the entire agreement.

Paragraph 3 refers to the agreement between

the Schuler Company and M.E. Birk Company.

That is correct, and it is incorporated in the

agreement between the Schuler Company and M.E. Birk Company.

Q. Then, I think the understanding between Schuler Agencies Limited and M.E. Binz Company Limited is referred to in this agreement. There is nothing in writing between the two parties, Schule and Binz?

5 A. I think that is in all agreements. The Corporation has since changed. Nothing has been done since that time.

10 Q. Then, do you tell me that the Schuler Company have agreed with the Binz Company on the terms of paragraph 3, the terms as set out in paragraph 3 of this agreement?

15 A. We are making changes from time to time as conditions arise. Sometimes they get more and sometimes they get less; it depends entirely on how things are.

20 Q. Sometimes a greater percentage and sometimes less? A. Sometimes they get four and sometimes they get one. That is a flat three per cent., but a lot of things are sold at one per cent.

25 Q. Do they ever get more than three? A. They get as high as four. This was done because on fancy goods they got four and on ordinary goods one and two.

Q. What does the Schuler Company do, what services do they give? A. They have got the salesmen.

Q. They do all the selling? A. All the selling.

30 Q. Do they sell for other companies than the Binz Company? A. They only sell for the Binz Company.

3936

Binz, Recalled,

Agencies Limited and M.E. Binz Company Limited is
writing between the two parties, Schuler and Binz
A. I think that is in all agreements. The Corporation
has some control.

Then, do you tell me that the Schuler Company
have agreed with the Binz Company on the terms of
paragraph 3, the terms as set out in paragraph 3 of
this agreement. I think they have agreed on this.
Sometimes they
get more and sometimes they get less; it depends
entirely on how things are.

Sometimes a greater percentage and sometimes
less? A. Sometimes they get four and sometimes
they get one. That is a first three per cent., but
a lot of things are sold at one per cent.
Do they ever get more than three? A. They
get as high as four. This was done because on
fancy goods they get four and on ordinary goods one
and two.

What does the Schuler Company do, what
services do they give? A. They have got the sales-
A. All the selling?
Do they sell for other companies than the Binz
Company?

Q. So that the Schuler Agencies is an agency for the Binz Company? A. Right.

Q. Exclusively? A. Exclusively.

Q. What advantage is there to the Binz Company to have the Schuler Agencies doing the selling?

Why could not you as President of the Binz Company do the selling just as well as the Schuler Agencies?

A. It is quite immaterial which way that can be handled. It would not make any difference one way or another, but Schuler & Company had a reputation up here when we started and we hired them to take care of our merchandising when we were more or less green in this market. To-day, Schuler and Company is running under our supervision.

Q. You eventually took Schuler Agencies Limited over completely and now use it as the exclusive marketing agency of M.E. Binz Company? A. Correct; the Schuler Company Limited sometimes lose considerable money over a year in disposing of our merchandise.

Q. If you are disposing of your merchandise and they are carrying on that way they must be in a kind of unhappy situation? A. They are not in an unhappy situation, Mr. McRuer, they started business having a lot of salesmen and the production was not there, but they would get themselves in a better position as time rolls along, as production gets larger, but they had to start as we had. We had to

... that is, is it?

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hire salesmen if we had 10 pieces or one piece.

Q. If there is no binding agreement between M.E. Binz Company and Schuler Agencies Limited, what is to prevent M.E. Binz Company just dropping them after they get this deal properly - this field properly cultivated? A. Well, they might drop us.

Q. I suppose that is probably a conclusive answer. A. Now, Mr. McRuer, I would like to give you these things here.

Q. I asked you to prepare me a cost sheet for these two different samples. Can we say these are fair samples of -- A. Of staple goods.

Q. Now, take this 690; is that rayon or silk? A. All silk.

Q. Pure silk? A. Not pure silk, we distinguish between weighed and unweighed silk.

BY THE COMMISSIONER: Q. Is it all natural silk? A. It is all natural silk but it is weighed.

BY MR. McRUER: Q. You have prepared a cost sheet which will be attached to the sample. Now, this sheet, as I understand it, will be -

THE COMMISSIONER: Exhibit 218.

EXHIBIT 218: Sample and cost sheet attached.

BY R. McRUER: Q. This sample as I understand it from my discussion with you, Mr. Binz, is an estimate? A. This sheet is, right you are.

Q. That is, you have not in your factory a costing system that you can go to the records and get

the actual cost of the production? A. If anybody can show me how to do that, I have been in it for 25 years and I have not been able to find it out yet.

5 Q. I am beginning to agree with you? A. There are too many of these cost experts that charge you all kinds of fancy money and in the end you don't know any more.

10 Q. I feel a little like you do? A. Thank you very much, because I had one the other day come in who wanted to sell me an efficiency system.

Q. And this is - A. This is a copy of my actual record in my book.

15 Q. This is the estimate of what you figure this ought to cost you? A. Yes.

Q. What you work to in the production of this article? A. Correct.

20 Q. Then, this other article that we have here it is called 640? A. A beautiful piece of cloth sir.

BY THE COMMISSIONER: Is that a staple?
A. A staple.

25 BY MR. McRUER: Q. That is a staple and it is rayon? A. All rayon.

Q. Do you call it a rayon crepe? A. Rayon rough crepe.

Q. And you have your cost sheet on this? A. Yes.

30 Q. This cost sheet is the same as the other, it is your estimate of what this should cost you to produce? A. That is correct.

the actual cost of the production? A. If anybody
can show me how to do that, I have seen in it for 25
years and I have not been able to find it out yet.
A. I am beginning to see with you? A. There
are too many of these cost experts that charge you
all kinds of fancy money and in the end you don't know
any more.
A. I feel a little like you do? A. Thank
you very much, because I had one the other day come
in who wanted to sell me an efficiency system.
A. And this is - A. This is a copy of my
actual record in my book.
A. This is the estimate of what you figure this
ought to cost you? A. Yes.
A. What you work to in the production of this
article? A. Go rest.
A. Then, this other article that we have here
it is called SAC? A. A beautiful piece of cloth
sir.
BY THE COMMISSIONER: Is that a staple?
A. A staple.
BY THE COMMISSIONER: That is a staple and it is
rayon? A. All rayon.
A. Do you call it a rayon crop? A. Rayon
rough crop.
A. And you have your cost sheet on that? A. Yes.
A. This cost sheet is the same as the other,
it is your estimate of what this should cost you to
produce? A. That is correct.

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Q. Per yard? A. Per yard.

. The figures are worked out to the yard?

A. Yes, sir.

THE COMMISSIONER: Have you any others besides those two?

MR. McIVER: Those are the only two I have. Probably we had better make them run one after the other in case we might have occasion to refer to them.

THE COMMISSIONER: All right, we will make it \$19, then.

MINUTE 119: Sample to with cost sheet attached.

BY MR. McIVER: Q. As to your fancy goods or specialities - A. There is no prices I could ever give you. It depends entirely on how much we can run of it, how lucky we are from the point of production, and what the dyer is likely to charge us due to the volume. You see, my lord, when we dye 10 pieces all a colour we have one price and five pieces is a higher price and three pieces is a still higher price and one piece is higher yet. If a man does not want to buy a volume he says send me one piece of such-and-such a colour. It means that we pay a possible penalty of two -- to two and a half cents a yard due to the small volume for which the dyer has to prepare his dye bed. That is why the calculation is absolutely impossible on fancy goods.

Q. At any rate, you are not in a position to make it? A. I would like to get an expert to show me.

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Q. All right.

THE COMMISSIONER: That is all.

MR. TREMBLAY: Mr. Binz, one moment, please, -
all right, thank you.

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(Page 3942 follows)

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1911

All right.

On Oct. 10, 1911, I was in the city.

At 10:30 A.M. I was in the city.

All right, all right.

(All right, all right)

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HEBERT

JOSEPH C. HEBERT. (Ré-entendu)

LE JURY témoin est interrogé par Mtre BEAUBIEN :

Q Je comprends qu'à l'occasion de notre dernière entrevue à Montmagny, vous avez été requis de préparer un certain nombre d'extrait touchant des diverses assemblées, des procès verbaux des assemblées sur lesquelles a porté en partie votre témoignage? R Oui.

Q Je comprends que vous avez présentement avec vous ces divers extraits? R Oui.

Q Et je comprends aussi qu'il y a encore une partie de ces documents qui n'est pas prête?

R Les lettres supplémentaires vont être prêtes dans deux ou trois minutes.

Q Voulez-vous maintenant produire comme pièce No. 20 la liste des actionnaires privilégiés, porteurs d'actions privilégiées, et la liste des détenteurs du stock commun de la compagnie? R J'ai tel que demandé la liste des porteurs d'actions ordinaires et la liste des porteurs d'actions privilégiées.

Q Voulez-vous me produire en une liasse portant le No. 21: (A) Procès d'une assemblée spéciale des directeurs de la compagnie M.E. Binz Ltée, le 7 novembre 1931? R Oui, monsieur.

Q (B) Procès verbal d'une assemblée spéciale des directeurs de la compagnie M.E. Binz Ltd. en date du 5 mai 1933? R Oui, monsieur.

Q (C) Extrait du procès verbal d'une assemblée spéciale des directeurs de la compagnie M.E. Binz Limitée, tenue le 15 juin 1934? R Oui, monsieur.

THURSDAY

1941

12-11-41

1. The first thing I noticed when I stepped out of the car was the cold. It was a sharp contrast to the warmth of the car. I shivered as I walked towards the building. The door was open, and I went in. The receptionist greeted me and showed me to the office. I sat down at my desk and looked at the papers in front of me. They were all new, and I didn't know where to start. I looked at my watch. It was 9:00 AM. I had time to get organized. I picked up the phone and called the man I was supposed to meet. He came to the office, and we talked for an hour. He showed me the files and explained the situation. I took notes and asked questions. He was very helpful. I finished at 12:00 PM. I went to the cafeteria and ate lunch. I felt tired but satisfied. I had a good first day.

2. The second thing I noticed was the smell. It was a mix of old paper and fresh paint. I liked it. It felt like a new beginning. I looked at the clock. It was 1:30 PM. I had time to get organized. I picked up the phone and called the man I was supposed to meet. He came to the office, and we talked for an hour. He showed me the files and explained the situation. I took notes and asked questions. He was very helpful. I finished at 4:00 PM. I went to the cafeteria and ate lunch. I felt tired but satisfied. I had a good first day.

3. The third thing I noticed was the people. They were all friendly and helpful. I liked them. I looked at the clock. It was 5:00 PM. I had time to get organized. I picked up the phone and called the man I was supposed to meet. He came to the office, and we talked for an hour. He showed me the files and explained the situation. I took notes and asked questions. He was very helpful. I finished at 7:00 PM. I went to the cafeteria and ate lunch. I felt tired but satisfied. I had a good first day.

4. The fourth thing I noticed was the light. It was warm and inviting. I liked it. I looked at the clock. It was 8:00 PM. I had time to get organized. I picked up the phone and called the man I was supposed to meet. He came to the office, and we talked for an hour. He showed me the files and explained the situation. I took notes and asked questions. He was very helpful. I finished at 10:00 PM. I went to the cafeteria and ate lunch. I felt tired but satisfied. I had a good first day.

5. The fifth thing I noticed was the sound. It was a mix of voices and papers. I liked it. I looked at the clock. It was 11:00 PM. I had time to get organized. I picked up the phone and called the man I was supposed to meet. He came to the office, and we talked for an hour. He showed me the files and explained the situation. I took notes and asked questions. He was very helpful. I finished at 1:00 AM. I went to the cafeteria and ate lunch. I felt tired but satisfied. I had a good first day.

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Hébert)

Q ... (D) Procès verbal d'une assemblée spéciale
des actionnaires de la compagnie M.E. Binz tenue le
29 septembre 1934? R. Oui, monsieur.

Q ... (E) Procès verbal d'une assemblée spéciale
des directeurs de la compagnie M.E. Binz Ltd.,
tenue à Montmagny le 4 janvier 1935? R. Oui,
monsieur.

Q ... (F) Extrait du procès verbal d'une assemblée
spéciale des directeurs de la compagnie M.E. Binz,
tenue le 3 juillet 1935? R. Oui, monsieur.

Q ... (G) Procès verbal d'une assemblée des di-
recteurs de la compagnie M.E. Binz Ltd., tenue le 9
janvier 1936? R. Oui, monsieur.

Q Et je comprends que vous serez prêt dans
un moment à nous donner les autres documents?

R. Oui, monsieur.

(L'audition du présent témoin est suspendu)

(pour lui permettre de compléter les copies)

demandées.

-o-o-o-o-o-o-o-o-o-o-

PAR M. THOMAS TREMBLAY.

Qu'il plaise à la Cour:

Mes premières paroles seront certainement
des paroles de satisfaction pour l'impartialité
et la dignité et la science avec laquelle vous
avez présidé cette enquête Royale à Montmagny.

Nous sommes particulièrement fiers que vous
avez été désigné pour présider à cette enquête,
comme l'un des Canadiens-français, qui a pu faire
sa marche dans l'Ouest canadien, s'élevant au

3948

(Mtre TREMBLAY)

poste le plus élevé de la magistrature et dans la politique, et ceci nous indique que dans notre pays, nous pouvons compter sur le "fair play" britannique, et que nos confrères anglais savent reconnaître le mérite où il est.

Je félicite aussi mes savants confrères de la Commission pour la manière impartiale et courtoise, pour la courtoisie qu'ils ont montrée au cours de cette enquête, ce sont de savants avocats très habiles et retors qu'ils nous ont montré à certains moments, mais ça tournait pour le bien de tout le monde et personne ne peut s'en plaindre, et je les félicite.

Le but de cette commission est clairement décrit dans l'ordre en conseil qui l'a créée, c'est d'établir la responsabilité des patrons et de permettre l'élaboration de mesures appropriées, non seulement en vue de sauvegarder les intérêts des employés et du public mais aussi ceux de l'industrie elle-même.

Donc cette commission a été créée, non seulement pour protéger les intérêts des employés et du public mais ceux de l'industrie elle-même.

Je comprends encore que dans cette enquête il n'y a pas de mandeur ni de défendeur, par de plaignant, ni d'accusé, mais nous travaillons tous ensemble pour éclairer la commission qui ensuite donnera son avis au gouvernement.

Ce paragraphe dit: " Il est essentiel que
"le gouvernement soit pleinement renseigné
"sur toutes les questions relatives aux opérations et à la gestion des industries directement intéressées et des industries connexes.

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(Mtre TREMBLAY)

" A cette fin, il est essentiel que le gouver-
nement obtienne des renseignements complets por-
tant sur un certain nombre d'années, relative-
ment aux prix de revient, profits, gages, salaires,
et gratifications, protection douanière, capi-
taux engagés, volume de la production, et tous
autres faits et choses qui, ajoutés aux ren-
seignements déjà en la possession du Gouverne-
ment lui permettront de formuler de justes
conclusions sur la situation des différentes
branches de l'industrie textile en regard
de la concurrence britannique et étrangère,
et en particulier sur le nombre des personnes
que les patrons peuvent raisonnablement em-
ployer régulièrement pendant les périodes
de difficultés temporaires."

Je m' imagine que le gouvernement du pays va
agir un peu en qualité de ce qu'on appelle dans
notre industrie, en smash fixer, pour toutes les
industries textiles du Canada, et comme cette be-
sogne de smash fixer est des plus difficile, on a
recours là bas comme ici à des experts, et l'ex-
pert du gouvernement sera Votre Seigneurie, qui
après avoir entendu les témoignages et les argu-
ments sera en mesure de déclarer, d'éclairer le
Conseil des Ministres sur les mesures à prendre.

Je comprends que le gouvernement a institué
cette enquête dans le but de savoir, qu'est-ce
que les industries donnaient au public de ce
pays en retour de la protection dont elles béné-
ficient en vertu de notre tarif.

(Mrs. T. M. Y.)

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Individuellement un tarif protecteur, surtout un tarif élevé protège les industries, seulement c'est le consommateur qui est obligé de payer les frais, et il est juste de demander aux industriels, qu'est-ce que vous donnez à vos ouvriers, au public de ce pays en retour de la protection que nous vous donnons.

Nous avons droit de le savoir et c'est pourquoi nous avons institué une commission.

Cette réponse nous ne sommes pas embarrassés pour la donner à Montmagny. Le gouvernement nous a donné de la protection, mais nous pouvons affirmer et prouver que nous avons fait notre possible, pour ne pas exploiter le public et pour ne pas non plus exploiter nos ouvriers en leur donnant un salaire raisonnable, des conditions de travail aussi avantageuses qu'il était possible de le faire dans les circonstances.

Dans cette enquête on a soulevé plusieurs points.

On a enquêté sur le capital social de la compagnie. Il nous a été facile pour nous de prouver que ce n'est pas ici que l'on trouvera du capital mouillé, tout notre capital est sain, et j'irai plus loin, et je dirai que c'est presque un quasi miracle que l'on ait réussi à faire une affaire si considérable avec le peu de capital que nous avons, et c'est par le dévouement des directeurs, des organisateurs, et des citoyens de Montmagny, qui n'ont pas hésité à financer cette compagnie pour plusieurs milliers de dollars, comme M. Binz, sans l'aide de ces personnes je doute fort que cette compagnie

3947

Mre TRAMBLAY.

ait pu même survivre à la crise qui en a frappé
tant d'autres et les a enlevés du marché.

Notre capital social était composé d'abord de
cinquante milles (50000) actions privilégiées, sous-
crites par les citoyens de Montmagny, ce capital a
été augmenté à 100.000. Dans toute cette finance
nous avons tenu à protéger, dans toutes la mesure
du possible, ceux qui voulaient bien investir leurs
capitaux, nous avons donné des droits aux porteurs
d'actions privilégiées, avec garantie qu'un
dividende de 6%.

Nous avons donné deux directeurs sur cinq aux
porteurs d'actions privilégiées, et pendant deux
ans trois directeurs sur cinq.

Il est stipulé dans ces actions, que si le
dividende n'est pas payé, les actionnaires privilé-
giés prennent le contrôle de la compagnie et la
conduisent jusqu'à ce que les porteurs n'aient pas
été capables d'administrer. Le dividende a toujours
été payé ponctuellement depuis l'organisation, et
il y a rien en regard.

Quant au capital ordinaire, nous avons 5000
actions, le contrôle appartient à Monsieur Binz, il
le méritait aussi, il a fourni la machinerie,
et pour plus même que le montant de ses actions, il
a fourni à part de ça les idées maîtresses, il
a fourni et a dirigé de ces conseils cette affaire
de la compagnie. Cet homme là étant l'expert
qui connaît la fabrication, le seul homme à Mont-
magny qui pouvait conduire la compagnie à bonnes
fins, il méritait d'avoir le contrôle des assemblées
et des affaires, et nous ne pouvons pas dire qu'il

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555

5 a abusé de sa situation, puisque dernièrement encore
il a consenti à transporter 1000 actions ordinaires
à ceux qui ont souscrit de nouvelles parts dans
le capital privilégié, et il n'a pas abusé de
sa situation quant à ce qui regarde le paiement des
dividendes puisque depuis cinq ans que la compagnie
existe, un seul dividende de \$1.000.00 a été déclaré,
alors que les actionnaires privilégiés ont reçu 6%
régulièrement, et M Binz et ses associés qui détiennent
le capital ordinaire, n'a touché qu'un dividende
10 de \$1.000.00, et de ce côté là nous n'avons rien
à reprocher ni à Monsieur Binz lui même, ni à nos
directeurs.

Je ne dirai qu'un mot au sujet de l'émission
de debentures de \$30.000.00, et Monsieur Binz a
15 expliqué ce matin quelle était l'intention de la
compagnie en se faisant autoriser ces debentures.
C'était pour acheter une batisse, et évidemment
elles auraient passé avant les porteurs d'actions
priviliégées, mais ce sont les actionnaires qui
ont voté eux mêmes ces debentures, la batisse a été
20 achetée quand même, et la compagnie doit une hypothèque
à la Banque Canadienne Nationale pour la
balance du prix de vente, et cette hypothèque passe
avant les actions privilégiées. Nous ne voulons
pas que personne soit sous l'impression qu'il y
25 a rien de pas correcte dans l'autorisation demandée
d'émettre ces obligations, et si nous avons consenti
à nous en départir, c'est parce que nous avons
cru que notre but avait été atteint autrement.

J'en viens à la souscription d'actions par
les employés, on a questionné longuement nos em-

... à la situation, plusieurs déterminations ont été
il a consenti à transporter 1000 actions ordinaires
à ceux qui ont souscrit de nouvelles parts dans
le capital privilégié, et il n'a pas voulu de
sa situation quant à ce qui regarde le paiement des
dividendes. Les actions privilégiées ont été
alors que les actions privilégiées ont été
régulièrement, et M. Bink et ses associés ont obtenu
pour le capital ordinaire, n'ont pas voulu de
de \$1.000.00, et de ce côté là nous n'avons rien
à proposer ni à Monsieur Bink ni nous, ni à nos
associés.

Je ne suis qu'un mot au sujet de l'émission
de nouvelles de \$30.000.00, et Monsieur Bink a
expliqué ce motif de l'émission de la
compagnie en se basant sur les actions
d'états pour acheter une partie, et avoir
avant les porteurs d'actions
priviliées, mais ce sont les actionnaires qui
ont voté ces mêmes actions, et ils ont
soumis deux fois, et la compagnie doit une hy-
potèque à la Banque Canadienne Nationale pour la
balance de prix de vente, et cette hypothèque passe
avant les actions privilégiées. Nous ne voyons
pas que personne soit sous l'impression qu'il y
a rien de pas correct dans l'émission de nouvelles
d'actions, et nous ne voyons pas qu'il y
à nous en dépit, c'est parce que nous avons
que nos notes ont été attendus et attendent.

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ployés, et on a insisté beaucoup sur ce point, et je crois qu'on a bien fait, et nous sommes fort heureux que les procureurs de la Commission aient traité cette question avec tous les développements maxima qui convenaient.

Nous croyons que la politique que nous avons suivie en faisant souscrire ceux-ci, et nous croyons que c'est une politique sociale excellente, pourvu qu'elle soit entourée des mêmes précautions de garantie que nous avons accordées à Montmagny.

Il faut se rapporter à la situation en 1931, nous étions aux prises avec le chômage et le secours direct, et les citoyens de Montmagny, qui ont toujours à cœur de régler leurs affaires eux-mêmes, voyant qu'il fallait faire quelque chose sortant de l'ordinaire, afin de se débarrasser du chômage et du secours direct, était en train de perdre leur commerce, comme ailleurs, les gens bien pensants, tous ceux qui avaient de l'énergie se sont réunis, ont essayé de trouver les moyens à prendre pour arriver à créer du travail. La situation était absolument grave, la compagnie Price était pour fermer ses chantiers, les autres avaient congédié la moitié de leurs personnels, les salaires avaient déjà commencé à baisser, il fallait faire quelque chose. Evidemment il n'était pas le temps de faire une émission de débentures, sur des biens futures, et de faire vendre ces débentures à ventes forcées, le temps était mal choisi. Nous avons pensé que les citoyens de Montmagny qui avaient un peu d'épargne, seraient consentant à souscrire un petit montant, suivant ses moyens, pour créer le capital nécessaire

the Government of the United States.

pour mettre en opération cette industrie.

Une délégation fut envoyée aux Etats Unis pour rencontrer Monsieur Binz, a eu des pourparlers assez long, que le notaire Hebert a tres bien détaillé, on a réussi à s'entendre à amener Monsieur Binz ici, ce qui a été une Providence.

Les citoyens ont dit: nous allons souscrire tout ce que nous pourrons en argent, et si nous perdons notre argent, quand même que ça marcherait rien que dans le temps de la crise et que ça fermera ensuite, nous aurons, par l'amélioration des affaires à Montmagny, un montant de salaires considerables payés à nos ouvriers, et nous allons retrouver par la même tout notre argent, nous allons souscrire.

La souscription s'est commencée, un bon montant avait déjà été souscrit par des gens qui n'avaient aucune ambition de demander du travail dans cette industrie, ce procédé là à continuer à se développer, des gens ont offert leurs souscriptions demandant en même temps la préférence pour leurs enfants, garçons, jeunes filles, neveux, afin qu'ils puissent aussi gagner leur vie honorablement.

Rien de mal là dedans. Ensuite les gens sont venus demander du travail en offrant en même temps de souscrire.

Jamais nous n'avons imposé à un employé comme condition de son travail, l'obligation de souscrire, 1,2,5 parts dans le capital action privilégiée de cette compagnie.

Les ouvriers demandaient du travail et s'offraient de souscrire. Toutes les souscriptions prises

1914

pour mettre en opération cette industrie.

Une démission fut envoyée aux États-Unis.

pour ramener l'attention à ces conditions.

Après long, que le ministre Hubert à trois fois consécutives.

on a réussi à s'entendre à un accord commercial.

ici, ce qui a été une providence.

Les citoyens ont dit: nous allons nous battre.

tant ce que nous pourrions en argent, et si nous parvenons.

notre argent, dans même que le moment où nous sommes.

dans le cas de la crise et que, à l'heure actuelle.

nos besoins, par l'envoi d'un des millions à nous.

parfois, au moment de certaines circonstances payées.

à nos gouvernements, et nous allons retrouver par la même.

tant notre argent, nous allons nous battre.

La démission a été soumise, au bon moment.

avait déjà été soumise par des gens qui n'avaient.

l'absence d'attention de l'État et l'absence de cette.

industrie, ce qu'on a à l'heure actuelle à se battre.

et nous nous battons pour la même cause.

en même temps la préférence pour la même cause.

parfois, parfois, parfois, parfois, parfois, parfois.

et nous nous battons pour la même cause.

et nous nous battons pour la même cause.

et nous nous battons pour la même cause.

et nous nous battons pour la même cause.

et nous nous battons pour la même cause.

et nous nous battons pour la même cause.

et nous nous battons pour la même cause.

et nous nous battons pour la même cause.

et nous nous battons pour la même cause.

et nous nous battons pour la même cause.

étaient volontaires, souscrivait qui voulait.

Je crois que cette politique a prouvé que non seulement la compagnie en a bénéficié mais les ouvriers eux mêmes en ont bénéficié.

5 Votre Seigneurie avez entendu Melle Boulay dire qu'elle avait souscrit et payé \$52.50 sur son \$100.00. Un malheur est survenu dans sa famille, elle a été obligée de canceler sa souscription, et la compagnie lui a remis les \$52.00, elle a dit elle même qu'elle était contente d'avoir économisé ce montant ce qui lui a permis de faire face à des circonstances imprévues qu'elle aurait eu de la difficulté à régler autrement.

10 Lorsqu'une jeune fille se marie, on s'entend pour vendre à d'autres les parts souscrites et on lui remet son argent, et elle commence son ménage avec de l'argent pour acheter un trousseau, qu'elle a économisé sans s'en apercevoir.

15 Dans ce temps là la compagnie avait le droit de faire souscrire des parts par les employées, subsequmment la loi 24 Georges 5, par l'article 113, défendait de vendre des actions aux femmes qui gagnaient un salaire de moins de \$20.00 par semaine. depuis ce temps là nous avons cessé de recevoir des souscriptions de la part de nos employées.

20 Pas une seule action n'a été vendue depuis ce temps là, et le notaire Hébert nous disait; nous n'avons pas collecté un sous des jeunes filles sur leurs parts, qu'elles avaient achetées auparavant.

25 Cette qualité d'actionnaires pour nos gens est un stimulant au travail, ils ont conscience qu'ils ont leurs droits, qu'ils sont les associés des pro-

(Yacht in 2nd Div.)

1955

• Jiminy and Minivision, Port St. John's Institute

préétaires et des directeurs de cette compagnie,
et qu'en travaillant ils gagneront leurs dividendes,
et aussi feront payer des dividendes aux actionnaires
ordinaires.

5 Il n'y a rien dans tout cela qui soit contre
le bon sens. D'ailleurs n'y a-t-il pas de compagnies
très importantes, qui ont fait à leur départ comme
nous avons fait, et je crois que l'une des premières,
je ne crois pas faire erreur a été Ford lui même,
qui a commencé par faire souscrire des parts à
10 ses employés.

Si on jette un coup d'oeil sur les bilans
ils sont intéressants. On constate qu'au mois de juin
1933 la compagnie avait un capital de \$67.270.33,
ça apparaît dans le bilan signé par Larue & Trudel.
15 Dans cette même période avec un capital de \$67.000.00
la compagnie a réussi à faire des ventes pour \$524.550.
en 1935 le capital était monté à \$76.138.00, et les
ventes à \$762.523.00. Si cela n'est pas un record
qui tient presque du miracle, je ne comprends plus
rien, et je crois que les directeurs et le président
20 de cette compagnie méritent des félicitations pour
avoir obtenu un aussi beau résultat.

Nous constatons que les directeurs de cette
compagnie ont tourné leur capital près de dix fois
ce qui leur permet de faire des profits et un
25 chiffre de ventes aussi fort.

-O-O-O-O-O-O-O-

3957

Tremblay

En 1933, les ventes étaient de \$524,550.00; les profits bruts sur cette période ont été de \$97,330.41. Les dépenses de ventes, \$52,527.59. Les dépenses d'administration, \$42,490.02. Le profit net se totalise donc à \$2,312.80, ce qui est bien peu sur un montant de ventes d'un demi-million.

Lorsque le dividende privilégié, au montant de \$1697.74 a été payé, le profit net pour cette période-là n'est plus que \$615.06.

Je crois, ici, que si les profits ont été moins forts, ça dépend que les employés étaient inexpérimentés. C'était des gens qui allaient à l'école pour apprendre un métier. On les payait pour apprendre un métier. Si, dans le temps, nous payons nos employés moins cher, nous avons fait moins de profits. Ces employés étaient inexpérimentés, la plupart n'avaient jamais vu un moulin, n'avaient jamais vu fonctionner un métier, ils ne pouvaient pas produire plus, en conséquence, nos profits ne pouvaient pas être considérables.

En 1934, il y a un peu d'amélioration. les ventes se sont chiffrées à \$629,626.00; les profits bruts à \$75,163.56; les dépenses de vente, \$48,556.58; les dépenses d'administration, \$21,528.54. Dépréciation, bureau et automobile, \$234.78, laissant un profit net avant le paiement du dividende privilégié, jusqu'à ce moment-là, pour payer le dividende sur les actions ordinaires, de \$4,773.66. Encore un bien petit profit pour le chiffre des ventes. Ce qui laisse au compte "profits et pertes", une

1935

En 1935, les ventes étaient de \$554,350. Les ventes brutes ont été de \$554,350. Les dépenses de ventes, \$52,327,3. Les dépenses d'administration, \$44,500.00. Le profit net avant le paiement du dividende privilégié est bien peu sur un montant de ventes d'un demi-million.

Lorsque le dividende privilégié, au montant de \$257,74 a été payé, le profit net avant le paiement du dividende privilégié est bien peu sur un montant de ventes d'un demi-million.

Le profit net, tel que ci-dessus, est bien peu sur un montant de ventes d'un demi-million. Les ventes brutes, au début de l'année, étaient de \$554,350. Les dépenses de ventes, \$52,327,3. Les dépenses d'administration, \$44,500.00. Le profit net avant le paiement du dividende privilégié est bien peu sur un montant de ventes d'un demi-million. Les ventes brutes, au début de l'année, étaient de \$554,350. Les dépenses de ventes, \$52,327,3. Les dépenses d'administration, \$44,500.00. Le profit net avant le paiement du dividende privilégié est bien peu sur un montant de ventes d'un demi-million.

En 1934, il y a un peu d'augmentation. Les ventes se sont élevées à \$554,350. Les ventes brutes à \$554,350. Les dépenses de ventes, \$52,327,3. Les dépenses d'administration, \$44,500.00. Le profit net avant le paiement du dividende privilégié est bien peu sur un montant de ventes d'un demi-million. Les ventes brutes, au début de l'année, étaient de \$554,350. Les dépenses de ventes, \$52,327,3. Les dépenses d'administration, \$44,500.00. Le profit net avant le paiement du dividende privilégié est bien peu sur un montant de ventes d'un demi-million.

somme de \$667.65.

5 Etait-il possible de payer des salaires plus élevés que ceux que nous avons payés, alors que dans cette année, dans les deux premières années, nous n'avons fait un profit net que de \$667.65.

En 1935, les salaires augmentent continuellement. Les profits de la compagnie ont commencé à être intéressants.

10 Les ventes se sont montées à \$762,523.00. Les profits bruts, \$100,650.76, soit 13.20% de profit brut.

Les dépenses de ventes, \$47,100.76, soit 6.18%, ce qui n'est pas exagéré.

15 Les dépenses d'administration, \$38,874.63, ce qui représente un chiffre relativement bas, soit 5.10%.

Dépréciation, bureau, etc, \$887.28.

20 Les profits nets avant le paiement du dividende et des taxes au gouvernement ont été de \$13,788.59, ce qui est un chiffre assez intéressant, qui représente 1.81 sur le chiffre d'affaires.

Et, après le paiement des taxes au gouvernement et du dividende privilégié, il nous restait plus un profit de \$11,275.05.

25 Maintenant, j'en viens à expliquer les transactions avec la Victoriaville Textile que M. Binz a expliquées, ce-matin. Je crois que la preuve n'est pas complète sur ce point. M. McQuerv eut produire des états des comptes de cette compagnie, de même que ceux de la compagnie de Danville. Ce qui expliquera à votre Seigneurie toute la situation concer-

30

omme de \$887.65.

Rest-il possible de payer des salaires plus élevés que ceux que nous avons payés, alors que dans cette année, dans les deux premières années, nous n'avons fait un profit net que de \$887.65.

En 1933, les salaires augmentant considérablement. Les profits de la compagnie ont commencé à

être réduits.

Les ventes se sont montées à \$782,323.00.

Les profits bruts, \$100,680.76, sont 12.8% de pro-

fit net.

Les dépenses de ventes, \$47,100.76, soit

5.18%, ce qui n'est pas exagéré.

Les dépenses d'administration, \$38,374.88, ce

qui représente un chiffre relativement bas, soit

5.10%.

Dépréciation, bureau, etc., \$887.88.

Les profits nets avant le paiement en dividende

et des taxes au gouvernement ont été de \$11,768.35,

ce qui est un chiffre assez intéressant, et représente

seulement 1.61 sur le chiffre d'affaires.

Et, après le paiement des taxes au gouverne-

ment et du dividende privilégié, il nous restait six

un profit de \$11,275.05.

Maintenant, j'en viens à expliquer les trans-

actions avec la Victorville Textile Co. Ltd. d'après

expliquées, ce-matin. Je crois que la preuve n'est

pas complète sur ce point. M. McNamee, qui représente

des États des comptes de cette compagnie, de même

que ceux de la compagnie de textile. Ce qui exa-

mine à votre connaissance toute la situation concer-

nant cette question.

Maintenant, j'en arrive aux conditions de travail. Je serai très bref sur ce point. Je crois qu'il est prouvé que les conditions de travail dans notre usine sont excellentes. Il y a beaucoup de lumière beaucoup d'air. Les inspecteurs du gouvernement sont venus ici témoigner et ont dit que leurs ordonnances avaient été suivies à la lettre. D'après leurs derniers rapports, ils ont dit que nous nous sommes conformés cent pour cent avec la loi du Salaire Minimum des Femmes. L'inspecteur des établissements industriels a rendu témoignage aussi catégoriquement. Je crois que notre compagnie s'est conformée en tous points à cette loi.

Je conviens qu'en cherchant dans tous les petits coins, il y a moyen de trouver des petites imperfections. Mais, règle générale, la compagnie s'est conformée à toutes les lois gouvernementales actuellement en force.

Il y a bien le cas de Mademoiselle Jeanne Minville. Elle semble de pas avoir été payée bien cher. Son cas s'explique facilement. Elle faisait un travail bien difficile, un travail d'expert. Il n'y avait pratiquement personne qui pouvait le faire. Elle posait les warps dans les lames. Au commencement, les warpers étaient inexpérimentés, Au lieu de faire 1200 ou 1250 warps, ils n'en faisaient que 250, ce qui donnait cinq ou six fois plus d'ouvrage à ceux qui passaient dans les lames.

Il appert que Mademoiselle Minville a travaillé deux ou trois heures par semaine de plus, de temps supplémentaire. Mais, il y a une foule de considérations qu'il ne faut pas oublier. Elle était

pour l'ouvrage supplémentaire qu'elle faisait. On ne l'a jamais forcée de travailler après les heures régulières. Elle est venue ici et a témoigné à cet effet. On allait la chercher en automobile, sans
5 tenir compte du temps perdu; on allait la reconduire en automobile. Je ne connais pas de mauvais traitements que Mademoiselle Minville aurait pu recevoir chez nous.

Quant aux conditions hygiéniques, je crois qu'il est prouvé que l'usine est très propre, que les cabinets de toilette sont nettoyés à tous les jours, peints
10 turés trois ou quatre fois par année.

Je crois que nous avons rempli tous nos devoirs. Nous pouvons répondre à cette Commission du gouvernement que nous avons fait travailler nos employés dans
15 des conditions hygiéniques aussi parfaites qu'il est possible de la faire.

J'en arrive à la question des salaires. Les ouvriers et les ouvrières, au commencement, étaient tous inexpérimentés. Je crois qu'il est prouvé qu'il
20 n'y avait pas un seul homme ou une seule femme qui avaient travaillé dans une manufacture de soie, ni vu un métier fonctionner. Il s'agissait de mettre en marche, dans un court délai, une manufacture de soie avec des gens qui n'avaient jamais vu une manufacture. Il a fallu employer des instructeurs.
25 Nos ouvriers et nos ouvrières se sont montrés dociles. Ils ont compris qu'il avaient une certaine expérience à acquérir. Ils ne se sont pas découragés, et ne nous ont pas déçus. Ils ont appris leur métier.

Actuellement, nous avons 280 ouvriers, comme
30 M. Pelletier disait, ce-matin. Il a fallu en rapsser

pour l'ouvrage supplémentaire qu'elle faisait. On ne l'a jamais forcé de travailler après les heures régulières. Elle est venue ici et a témoigné à cet effet. On allait la chercher en automobile, sans tenir compte du temps perdu; on allait la reconduire en automobile. Je ne connais pas de mauvais traitements.

Je suis sûr que l'usine est très propre, que les conditions de toilette sont nettoyées à tous les jours, mais je ne suis pas sûr que les conditions hygiéniques, je crois qu'il y a des choses à améliorer.

Je crois que nous avons rempli tous nos devoirs
nous pouvons répondre à cette Commission du gouverne-
ment que nous avons fait travailler nos employés dans
des conditions hygiéniques aussi parfaites qu'il est
possible de le faire.

Il est évident que les résultats obtenus sont très satisfaisants et qu'ils justifient les efforts déployés.

... ..
... ..

3961

Tremblay

611 pour trouver ces 280 qui sont restés. Ce qui explique que nous ne pouvions pas payer des salaires aussi élevés qu'ils auraient désirer gagner. Continuellement, ilx entrain des nouveaux ouvriers, des nouveaux apprentis pour remplacer ceux qui sortaient, soit par manque de capacité ou que l'ouvrage ne leur convenait pas. Actuellement, nous avons des apprentis, ce qui démontre que le pourcentage des salaires n'est pas aussi bas qu'il semble l'être.

Actuellement, dans l'usine, sur un total de 280 employés, il y en a seulement 32 de mariés, soit 11.4%. Le nombre de nos employés qui ne sont pas mariés est de 248, soit 88.6% de jeunes gens et jeunes filles. Sur ce nombre, nous avons 133 ouvriers et ouvrières, actuellement, qui sont relativement expérimentés, ayant plus de deux ans d'expérience. Ce ne sont pas encore des experts, soit 47.5%. Nous avons 147 ouvriers et ouvrières qui possèdent moins de deux ans d'expérience, c'est-à-dire des ouvriers ou ouvrières inexpérimentés, étant encore dans la période d'apprentissage, ce qui représente 52.5% du personnel de notre usine.

Nous avons produit un tableau qui démontre l'augmentation graduelle des salaires depuis que la compagnie a été fondée. Nous avons par exemple, l'année 1932. En 1932, nous avions neuf ouvriers ou ouvrières qui recevaient plus de 21 cents de l'heure, c'est-à-dire, 4.70%. En 1933, il y en avait 12, c'est-à-dire 6.22%. En 1934, il y en avait 30, c'est-à-dire, 9.74%. En décembre 1935, nous avions 89 ouvriers ou ouvrières qui recevaient plus de 21 cents de l'heure, soit 31.12%. En mars, 1936, nous en avions 109, soit 38.93% des employés qui recevaient plus de 21 cents de

1931

1931

Il faut trouver ces 250 qui sont restées. Ce qui explique que nous ne pouvons pas payer des salaires...
...ils ont été des nouveaux ouvriers, des...
...soit par manque de capacité ou que l'ouvrage ne leur...
...tic, ce qui démontre que le pourcentage des salaires...
...actuellement, sans l'usine, sur un total de...
...11.4%. Le nombre de nos employés qui ne sont pas...
...nées est de 242, soit 88.6% de femmes sans et sans...
...nos filles. Sur ce nombre, nous avons 13 ouvriers...
...et ouvriers, actuellement, qui sont relativement...
...expérimentés, ayant plus de dix ans d'expérience...
...avons 147 ouvriers et ouvrières qui possèdent moins...
...de deux ans d'expérience, c'est-à-dire des ouvriers...
...période d'apprentissage, ce qui représente 88.6% du...
...personnel de notre usine.

Nous avons produit un tableau qui démontre...
l'augmentation annuelle des salaires depuis que la...
compagnie a été fondée. Nous avons par exemple, l'an...
1932. En 1932, nous avions 147 ouvriers en ou-
vrières qui recevaient plus de 21 cents de l'heure...
1934, il y en avait 30, c'est-à-dire...
1935, il y en avait 12, c'est-à-dire...
1936, il y en avait 12, c'est-à-dire...
1937, il y en avait 12, c'est-à-dire...
1938, il y en avait 12, c'est-à-dire...
1939, il y en avait 12, c'est-à-dire...
1940, il y en avait 12, c'est-à-dire...

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1'heure.

Je ne veux signaler qu'une chose à votre Seigneurie, c'est l'augmentation constante des salaires payés à nos employés. A mesure que nous augmentions les salaires de nos employés, nos profits augmentaient. On ne peut pas nous taxer d'avoir tenu les salaires à un niveau trop bas afin de faire plus de profits, puisque plus nous augmentions nos salaires de nos employés, plus nous faisons de profits.

Sur un autre point. M. Binz a attiré l'attention de la Cour, ce-matin, sur un fait particulier où il dit que malgré les salaires peu élevés que nous semblons payer, à première vue, que les prix payés aux 100,00 picks, ici, sont probablement plus élevés que dans n'importe quelle manufacture, c'est-à-dire \$1.30 du 100,000 picks, puisqu'il prétends qu'aux Etats-Unis, les fabricants du même matériel ne payent que 30 cents du 100,000 picks. Ce qui veut dire que le prix coûtant par 100,00 picks est nul par ailleurs aussi élevé qu'à Montmagny, quoique les ouvriers individuellement, ne paraissent pas recevoir de gros salaires. Si on rapproche les salaires de la production, on trouve que c'est l'usine de Montmagny qui paie probablement les salaires les plus élevés en regard de la production.

Lorsque la compagnie s'est implantée ici, il s'agissait de lutter contre le chômage. Les directeurs auraient pu dire: " Nous allons améliorer notre machinerie, installer des métiers automatiques, forcer nos ouvriers à activer la production. Ceci va nous coûter beaucoup moins cher. Nous allons mettre sur le pavé, pratiquement les deux tiers de nos em-

1902

Je ne veux signaler qu'une chose à votre égard
c'est que les salaires de nos employés, nos profits augmentent
à un niveau trop bas afin de vivre, les de profits,
pourquoi donc nous augmentons nos salaires de nos
employés, plus nous faisons de profits.
C'est un autre point. M. Bins a dit qu'il s'agit
de la Cour, ce n'est pas, aux un fait personnel
il dit que malgré les salaires qui élevés que nous
semblons payer, à première vue, que les prix payés
aux 100,000 pièces, ici, sont probablement plus élevés
que nous n'importe quelle manufacture, c'est-à-dire
41.30 ou 100,000 pièces, pourquoi il présente qu'aux
états-Unis, les fabricants au même matériel ne payent
que 30 cents ou 100,000 pièces. Ce qui veut dire que
le prix coûtant par 100,000 pièces est mille par all-
leurs aussi élevé qu'à Montmagny, pourquoi les ouvriers
individuellement, ne paraissent pas recevoir de plus
salaires. Si on rapproche les salaires de la province
ici, on trouve que c'est l'un des plus élevés que
pays probablement les salaires les plus élevés en
tous de la production.
Lorsque la cour a été établie ici, il
nous paraissent en dire: " nous allons améliorer nos
machines, améliorer des méthodes d'outillage, for-
mer nos ouvriers à utiliser la production. Ceci va
nous coûter beaucoup moins cher. Nous allons mettre
aux le pied, évidemment les deux tiers de nos em-

ployés.

J'aimerais comparer les salaires payés ici avec ceux qui sont payés en Angleterre. J'ai, ici, le Daily News Record, numéro du 23 avril, 1936, où il est dit:

" LANCASHIRE WEAVERS' DEMAND
FOR 15% PAY RISE UP MAY 5

By Cable from LONDON BUREAU

London, April, 22.- Lancashire opinion as reflected here, is that it is exceedingly unlikely that the cotton manufacturers will agree to the wage demands of the Amalgamated Weavers Association of Great Britain. This matter is to be discussed at a joint meeting of employers and union representatives on May 5.

The weavers are asking a 15 per cent general wage increase, together with a minimum wage of 7s 6d an hour, which is equivalent to 30s a week for all weavers. About 130,000 workers are affected....."

..... ce qui représente avec notre argent, \$7.32 par semaine. Ce sont les weavers d'Angleterre qui demandent une augmentation de 15% afin que leur salaire soit porté à \$7.32 par semaine, ce qui équivaut à \$15. par quinzaine

" Employers are disinclined toward the general wage increase, but the hardest hit workers are expected to gain concessions. The existing wage agreement, which has been in operation since July 15, is causing dissatisfaction among weavers, who suffered reductions under it.

A recent earnings census by the Amalgamated Weavers, which alleges many thousands are get-

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ting less than 30s a week, also contributed to the present situation."

5 Les weavers d'Angleterre gagnent, actuellement, moins de \$7.30 par semaine, et actuellement, on fait une pression sur les industriels afin d'augmenter les de \$6. à \$7.32, ce qui est encore plus bas que ce que nos ouvriers gagnent, ici, à Montmagny. Cependant, la-bas, les tisserands semblent contents d'avoir \$7.32 par semaine.

10 Je crois qu'en Angleterre, on paye généralement des salaires raisonnables. Quelle sera le résultat de cette pressions sur les employeurs, je ne le sais pas. A tout événement, je crois qu'il y avait, là, une comparaison intéressante à faire entre les salaires payés ici, à Montmagny, et les salaires payés en 15 Angleterre par des gens qui forment partie d'une union internationale du travail ou d'une union d'Angleterre, qui doivent recevoir de la part de leur union toute la protection à laquelle ils sont en droit de s'attendre.

20 Je désire citer aussi, à l'appui de ma prétention au sujet de la politique que nous suivons, ici, depuis le commencement, une opinion du président Roosevelt parue dans la Gazette du 27 avril, 1936. Il dit ceci:

25 " You can cheapen the costs of industrial production by two methods. One is by the development of new machinery and new technique, and by increasing employee efficiency. We do not discourage that. But do not doge the fact that this means fewer men employed and more men unemployed.

30 " The other way to reduce the cost of industrial production is to establish longer hours for the

3965

Tremblay
3965

same pay, or to reduce the pay for the same number of hours. If you lengthen hours you will need fewer workers. More men out of work. If you choose lower wages for the same number of hours you cut the dollars in the pay envelope, and automatically cut down the purchasing power of the worker himself."

C'est justement dans ce but qu'ici, nous avons organisé trois équipes pour les tisserands. Nous avons augmenté la main d'oeuvre sans diminuer les salaires, bien au contraire, nous avons continué à augmenter les salaires. C'est l'idée des directeurs de la compagnie qu'au lieu d'augmenter les heures de travail, il est préférable de les raccourcir en employant plus de main d'oeuvre. Nous avons décidé de maintenir trois équipes sur toutes les machines de manière à répondre à l'opinion exprimée par les économistes d'aujourd'hui qui prétendent qu'il ne faut pas trop développer la mécanisation industrielle, ce qui a pour effet d'enlever de l'ouvrage à la main d'oeuvre, et qu'il ne faut pas raccourcir les heures en diminuant les salaires, mais de raccourcir les heures en maintenant les salaires au même niveau et en employant plus de main d'oeuvre.

Je voudrais faire quelques constatations sur l'aspect social de notre industrie, ici, à Montmagny. M. McRuer, ce-matin, a posé des questions très intéressantes ou il a obtenu des points de vue très instructifs de la part de M. Binz. Les deux hommes ont semblé se comprendre parfaitement bien sur la nécessité de décentraliser notre industrie dans

le pays. Comme je le disais au commencement, dans les périodes de chômage, dans les périodes de marasme où il nous faut recourir aux secours directs, généralement, ce n'est pas la grande industrie qui vient à notre secours, c'est plutôt la petite industrie, l'industrie rurale, qui nous sauve, dans ce temps-là, de la ruine. Je crois que la solution du chômage, actuellement, réside dans la décentralisation de notre industrie. Dans la période de prospérité les habitants des campagnes se sont dirigés vers les villes attirés par le miroitage des gages plus élevés qu'ils pouvaient gagner. Maintenant, il s'agit de remettre dans les campagnes les chômeurs des villes.

A ce point de vue, j'ai lu dans un journal de Québec, l'Action Catholique, un article excessivement intéressant qui développe ce point de vue social. Cet article est en date du 28 avril, 1936.

"Un des plus grands facteurs de cet équilibre si désirable, c'est la décentralisation industrielle, en d'autres termes; le développement de l'industrie rurale petite ou moyenne..

"Le développement de l'industrie rurale comporterait des avantages multiples que nous grouperons en trois catégories pour la facilité de l'exposition: avantages économiques en général, agricoles en particulier, puis avantages sociaux."

Je vais prendre le temps de citer quelques extraits de cet article afin qu'ils soient consignés dans le dossier. Je crois qu'il y a là des idées qui devraient aider les économistes et les gouvernants

le pays. Comme le le disais au commencement, dans
les périodes de chômage, dans les périodes de
ma où il n'est pas possible de trouver du travail,
généralement, ce n'est pas la grande industrie qui
vient à notre secours, c'est plutôt la petite indus-
trie, l'industrie familiale, qui nous aide, dans ce
temps-là, de la ruine. Je crois que la solution
de ce problème, c'est de développer la petite indus-
trie dans la période de
l'industrie de notre industrie. Dans la période de
l'industrie de notre industrie, les entreprises de
grande vers les villes attirées par le chômage, les
entreprises de grande vers les villes attirées par le chômage,
en fait, il s'agit de remettre en marche les
les chômeurs des villes.
A ce point de vue, j'ai vu dans un journal
un article intitulé "Le développement de la petite indus-
trie", qui dit que le développement de la petite indus-
trie est un point de vue
social. Cet article est en date du 29 avril, 1933.
"On des plus grandes tactiques de cet équilibre
et équilibre, c'est la décentralisation industrielle
en d'autres termes; le développement de l'industrie
dans les zones rurales."
"Le développement de l'industrie rurale est un
point de vue
en trois catégories pour la décentralisation de l'industrie
avantages économiques en général, surtout en par-
ticulier, dans les zones rurales."
"Le développement de la petite industrie est un
point de vue
dans le social. Le développement de la petite industrie
est un point de vue
économique et les gouvernements

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Mire Tremblay

à solutionner cette question autrement qu'en laissant continuer cette centralisation de l'industrie dans les grandes villes au détriment des campagnes, des cultivateurs, etc.

5 " A: Avantages économiques en général.

1. En développant la petite ou moyenne industrie rurale, on multiplie les entreprises industrielles et on augmente les chances d'emploi; car la puissante machine qui chase le travailleur de la grande usine pour en faire un chômeur ne peut être utilisée avec autant de profit dans la petite industrie.

10 " 2. Au surplus, la multiplication des industries de moindre importance assure une meilleure répartition des richesses.

15 La centralisation industrielle exige la concentration des capitaux et conséquemment des gros profits. La décentralisation au contraire fournirait aux petits capitalistes, aux simples rentiers, plus d'occasions de faire fructifier, à la campagne même, quelques épargnes qui jusqu'ici ont été drainées vers les villes et souvent perdues dans de grandes entreprises.

20 " 3. C'est déjà un puissant facteur de l'émancipation économique canadienne-française.

25 Il semble certain que nous n'avons actuellement ni le capital ni les chefs nécessaires pour prendre pied dans la grande industrie. Il nous manque aussi les appoints du nombre. Si la grande industrie ne vous convient pas, la petite et la moyenne sont parfaitement adaptées à nos aptitudes et à nos moyens. Orientons donc nos efforts de ce côté! "

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à l'origine de ces troubles, les
conséquences de la situation
les communes viles en équilibre des campagnes, les
activités, etc.

II. Le développement de la politique au Moyen-Orient

1. Le développement de la politique au Moyen-Orient
est marqué par une évolution des structures
politiques, qui a conduit à la formation de
la politique nationale et à la mise en œuvre de la
politique nationale. La politique nationale est
la politique qui vise à l'unité nationale et à
la mise en œuvre de la politique nationale.
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La politique nationale est la politique qui vise à
la mise en œuvre de la politique nationale.

C'est ici qu'on trouve le point de vue que je soumettais tout à l'heure:

5 "Les causes de la crise actuelles sont depuis longtemps dénoncées: concentration des capitaux, surindustrialisation des villes, surproduction, dictature économique, mouillage des stocks. En développant l'industrie rurale, on dégorge les villes, diminue le chômage, soulage les budgets publics. On garde les capitaux à la campagne; on facilite 10 l'équilibre nécessaire entre la production et la consommation, équilibre dont la grande industrie n'a cure, sa seule ambition étant de multiplier les produits pour réduire le prix de revient à un niveau plus bas que le voisin afin de lui couper 15 le cou plus facilement.

" B: Avantages agricoles en particulier.

De l'énumération des avantages économiques en général, on peut déjà conclure que le développement de l'industrie rurale favoriserait considérablement la classe agricole. Ajoutons quelques 20 précisions.

1. Etablir des petits centres industriels à la campagne, c'est ouvrir autant de marchés aux produits agricoles. Les agriculteurs éloignés des grandes villes en arrachent actuellement parce qu'ils 25 ne peuvent varier leur production faute de consommateurs à proximité de leurs fermes.

2. La décentralisation accentuerait le développement de spécialités culturelles propres à chaque région. Pour triompher de la concurrence étrangère, nous devons songer à produire différem-

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Mrs Tremblay

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C'est ici qu'on trouve le point de vue que la
commune a tout à l'heure:

"Les causes de la crise actuelle sont les
difficultés économiques, administratives, sociales,
industrielles, politiques, etc."

développant l'industrie rurale, en dégageant les villes
d'une part, en changeant les budgets publics.
On trouve les capitaux à la campagne; on réalise
l'équilibre nécessaire entre la production et la
consommation, équilibre dont la grande industrie
n'a cure, car elle travaille dans le but de multiplier
les produits pour réduire le prix de revient à un
niveau plus bas que le voisin afin de lui couper
le cou plus facilement.

2. La crise économique et industrielle
En général, on peut dire que le développe-
ment de l'industrie rurale favorise considé-
rablement la classe agricole. Attention toutefois
à ne pas en faire une fausse conclusion.

1. Établir des petites usines industrielles
à la campagne, c'est ouvrir de nouveaux débouchés aux
produits agricoles. Les agriculteurs trouvent les
grandes villes en marchant économiquement parce qu'il
ne peuvent vendre leur production facile de commerce
sans écouler les leurs terres.

2. La décentralisation économique se traduit par
l'établissement de petites usines industrielles
dans les zones rurales. Pour faciliter de la construction
dans ces zones, nous devons songer à produire différem-

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ment. En créant des possibilités d'achat, on susciterait de nouvelles tentatives de production. Dailleurs, en variant nos produits agricoles, on ferait naître des établissements industriels de transformation de ces produits nouveaux.

3. Ce serait aussi faciliter l'établissement des fils de cultivateurs. Bien des agriculteurs ne sont pas assez riches pour établir leurs fils sur des terres ou des lots. L'industrie locale ou régionale offrirait à une partie de la jeunesse rurale que l'agriculture et la colonisation n'attirent pas, le débouché dans la vie active. Elle multiplierait les occupations et les modes de vie, offrant à chacun le genre de travail le plus adapté à ses goûts et à ses aptitudes.

4. Enfin et surtout, ce développement industriel rural contribuerait pour beaucoup à augmenter les revenus et la classe agricole et conséquemment son pouvoir d'achat qui, à son tour, s'exercerait en faveur de l'industrie."

Les avantages sociaux ne sont pas moins grands.

" C: Avantages sociaux.

Les conséquences sociales d'une politique aussi avantageuse au point de vue économique en général et agricole en particulier sont nombreuses.

1. Moins de chômeurs, moins de misère, moins de conflits entre employeurs et employés. Si le développement de la petite industrie provoquait l'exode du surplus de population des grandes villes à la campagne ou centres ruraux, la main d'oeuvre ouvrière serait plus rare, la misère moins grande, les conflits moins nombreux car la petite industrie s'administre avec beaucoup moins de frictions.

... de l'industrie des produits agricoles, la production de nouvelles tentatives de production. Mais leurs, en variant nos produits agricoles, on ferait...
... de l'industrie des produits agricoles...
... des fils de cultivateurs. Bien des agriculteurs ne sont pas assez riches pour établir leurs fils sur des terres en gros lots. L'industrie locale ou régionale offrirait à une partie de la jeunesse rurale que l'agriculture et la colonisation n'attirent pas, le débouché dans la vie active. Elle multiplierait les occupations et les modes de vie, offrirait à chacun le genre de travail le plus adapté à ses goûts et à ses aptitudes.
4. Enfin et surtout, ce développement industriel...
... les revenus et la classe agricole et conséquemment son pouvoir d'achat, à son tour, s'exercerait...
... l'avantage de l'industrie."
Des avantages sociaux ne sont pas moins évidents...
... des conditions sociales d'une politique...
... avantages au point de vue économique en général et agricole en particulier sont nombreuses.
1. Moins de chômage, moins de misère, moins de conflits entre employeurs et employés. Si les...
... l'écoulement de la population des grandes villes...
... la campagne ou centres ruraux, le main d'œuvre...
... l'industrie locale...
... l'administration avec beaucoup moins de friction.

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2. Relèvement de la classe moyenne.

La grande industrie a divisé le monde en deux catégories: les riches et les pauvres. Les petits propriétaires, les petits bourgeois, les petits industriels, les petits rentiers sont maintenant les espèces rares. Les "grandes affaires" les ont ruinés. En développant la petite industrie, on intéresse les petits capitalistes, on crée des centres où pourront s'établir avocats, notaires, médecins, ingénieurs, tous ceux qui constituent une élite régionale, une classe de gens perdus dans les grandes villes mais dont les talents sont si précieux pour le progrès social ou civique d'une région rurale"

C'est ici que je crois que nous avons trouvé, ce-matin, une preuve matérielle et convaincante de la situation. M. Binz l'a dit ce-matin, dans son témoignage: nous faisons, ici, des spécialités de marchandises, des marchandises qui portent notre signature comme les soies de Lyon portent la signature des fabricants de Lyon. Nous voulons qu'on prenne connaissance du nom de Montmagny. Nous voulons vendre sous notre nom de la marchandise distinctive. Nous faisons dans notre petite industrie une soie distinctive un produit à nous, que nous contrôlons, auquel les ouvriers de Montmagny participent activement.

" 3. Assurance pour l'artisanat et prime à la compétence.

La grande industrie a tué l'art. Tout en faisant à la machine, , il n'y a que les grands ingénieurs, les grands sculpteurs, les grands dessina-

teurs, les grands tout ce que vous voudrez qui travaillent. La petite industrie au contraire donne une chance à l'esprit d'initiative de se développer et aux talents de s'épanouir.

5 " Quand l'ouvrier n'a qu'à passer sur un point pour activer une machine qui travaille à sa place, il n'a pas besoin de se mettre martel en tête pour acquérir la compétence dans un métier.

10 " La perspective d'avantages aussi nombreux devrait émouvoir nos pouvoirs publics. Quand nos chefs politiques auront décidé d'organiser notre vie économique dans le sens de nos aspirations chrétiennes et nationales, de nos aptitudes héréditaires, ils n'hésiteront plus à décentraliser pour le plus grand soulagement des villes et le plus sûr progrès des campagnes."

15 Je crois que nous trouvons, ici, dans cet article qui est excessivement intéressant, tout en faveur de la décentralisation de l'industrie dans notre pays.

20 Je crois que nous voyons là de solutionner la crise de chômage et le secours direct dans notre pays, dans notre Canada, et surtout dans notre province de Québec.

25 Je suis particulièrement heureux d'avoir eu l'occasion de signaler ce point de vue social dans Montmagny qui est un exemple concret de la situation qui existe un peu partout dans notre pays. Je l'ai démontré à votre Seigneurie afin qu'elle puisse en faire mention dans son rapport.

30 Je crois que nous avons produit à Montmagny, un exemple qui devrait être suivi par d'autres pays qui s'en trouveraient mieux en l'observant.

terme, les grands font ce que vous voudrez qui tire
villent. La petite industrie au contraire donne
une chance à l'esprit d'initiative de se développer
et aux talents de s'épanouir.

" Quand l'ouvrier n'a pas passer son temps à
activer une machine qui travaille à sa place, il n
pas besoin de se mettre martel en tête pour acquies
la compétence dans un métier.

" La perspective d'avantages aussi nombreux
devrait éveiller nos pouvoirs publics. Quand nos
chefs politiques auront décidé d'organiser notre v
économique dans le sens de nos aspirations chréti
nes et nationales, de nos aptitudes héréditaires,
ils n'hésiteront plus à édicter des lois qui leur
grand soulagement des villes et de la campagne.

Je crois que nous trouvons, ici, dans cet ex
ple qui est excessivement instructif, tout en éva
de la décentralisation de l'industrie dans nos p
Je crois que nous voyons là la solutionner l
crises de chômage et le secours direct dans notre
dans notre Canada, et surtout dans notre province
de lais artificiellement heureux à l'avoir en
l'occasion de signaler ce point de vue social dans
Montreal qui est un exemple concret de la situation
qui existe en tout partout dans notre pays. Je l'ai
déclaré à votre assemblée afin qu'elle puisse en
faire mention dans son rapport.

Je crois que nous avons touché à l'essentiel
un exemple qui devrait être suivi par d'autres pay
qui s'en inspireraient mieux en l'observant.

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3972-a

Mtre Tremblay

Nous avons du lutter en faveur de la main d'oeuvre, ici, à Montmagny. Nous avons fondé cette industrie pour donner de l'emploi à nos chômeurs. Nous ne nous occupons pas de la possibilité d'améliorer notre machinerie par des machines automatiques. Nous nous occupons de donner de la main d'oeuvre à nos employés, à nos ouvriers et à nos ouvrières, et nous essayons de diminuer en grande partie la compétition avec les autres industries.

Nous avons dû abandonner de faire de la marchandise commune. Nous avons dû faire un autre produit qui est ~~différent~~ distinctif de ce que nous faisons et par lequel nous voulons qu'il soit connu partout qu'il vient de Montmagny.

J'ai fini cet exposé. J'aurai peut-être pu être plus bref. Ce n'est pas à tous les jours que nous avons l'avantage une enquête aussi intéressante. Nous n'aurons peut-être plus l'avantage d'avoir votre Seigneurie pour en présider une autre. J'espère que je n'ai pas abusé du temps qu'on a bien voulu m'accorder. Encore une fois, je remercie le savant président du tribunal, messieurs les avocats de la Commission, de même que les deux secrétaires qui ont toujours été d'une courtoisie qui ne s'est jamais démentie au cours de cette enquête.

3972-2

Mrs. Trevelyan

Nous avons du inter en faveur de la main
d'œuvre, tel, à Montmagny. Nous avons fondé cette
association pour donner de l'emploi à nos hommes.
Nous ne nous occupons pas de la possibilité d'emplois
pour d'autres personnes que nos hommes.
Nous nous occupons de donner de la main d'œuvre
à nos employés, à nos hommes et à nos femmes.
et nous essayons de diminuer en grande partie la
mortalité dans nos camps militaires.
Nous avons dû abandonner de faire de la main-
d'œuvre comme. Nous allons de faire un autre
produit qui est différent de ce que nous fai-
sons et par lequel nous voulons qu'il soit connu par
tout où il vient de Montmagny.
L'ai fini cet exposé. L'aurai peut-être pu
être plus bref. Ce n'est pas à tous les jours que
nous nous réunissons pour faire des exposés.
Nous n'aurons peut-être plus l'occasion d'avoir votre
bienvenue pour en présenter une autre. J'espère que
je n'ai pas passé du temps où on a bien voulu m'accor-
der. Encore une fois, je remercie le comité présidant
du tribunal, messieurs les avocats de la Commission,
de même que les deux secrétaires qui ont toujours été
de cette expédition.

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3972-b

MAITRE PHILIPPE ROUSSEAU

Qu'il plaise à cette honorable Cour, je m'associe à mon savant ami, pour les compliments faits au président du tribunal. Ainsi que mon savant ami, je serais très bref dans mon exposé.

Nous avons établi quelle était la situation de la compagnie Binz lorsqu'elle est venue s'implanter à Montmagny, et nous avons établi quelle était la situation financière dans laquelle se trouvait la ville de Montmagny, à cette époque.

Lorsque la compagnie Binz est venue s'implanter à Montmagny, la ville avait payé \$69,000. en secours directs. Deu moment que la compagnie est venue ici, un an après, dix-huits mois après, elle payant \$88,000. de salaires dans la ville de Montmagny. Avec \$406,325.02 de salaires payés à date, la compagnie a remboursé huit fois le capital souscrit par les actionnaires en 1931.

(La feuille 3972 suit)

3972-0

MILITARY SERVICE RECORD

Je serais très fier dans mon exposé.
en présence du tribunal. Ainsi que mon service militaire
soit à mon service militaire, pour les services militaires
nous avons établi quelle était la situation
de la compagnie lors de son arrivée à l'usine
à Montmagny, et nous avons établi quelle était
la situation financière dans laquelle se trouvait la
ville de Montmagny, à cette époque.
Lorsque la compagnie a été créée, elle a été
créée à Montmagny, la ville de Montmagny.
Cours directs. Au moment que la compagnie est venue
ici, un an après, dix-huit mois après, elle payait
\$28,000. de salaires dans la ville de Montmagny.
Avec \$400,000 de salaires payés à date, la compa-
gnie a remboursé huit fois le capital consacré par
les actionnaires de la ville.

(La Table 3972 suit)

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C'est à dire que la compagnie Binz a bien rempli les fonctions demandées de donner des ressources dans chaque famille.

5 Aujourd'hui, à l'heure actuelle, après neuf mois et demi d'ouvrage elle a payé \$109.055 de salaire, c'est à dire que pour une population de 4000 âmes la compagnie verse \$35.00 par tête dans chaque famille.

10 Lorsque la compagnie Binz est venue à Montmagny, nous les principaux citoyens de Montmagny, avaient besoin d'industries nouvelles pour soulager le chômage, on diminuait partout les salaires, et la compagnie Binz a rencontré la demande de la ville de Montmagny. Nous sommes heureux de la féliciter, et le président de la compagnie Binz a montré non seulement de l'initiative, mais énormément de connaissance
15 et d'expérience, contre de grosses compagnie, car il ne s'agit pas ici d'une grande compagnie, mais d'une industrie moyenne, qui est obligée de se battre et de faire un produit que ne font pas les grandes industries, qui ne sont pas capable de faire elles non plus.
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Nous considérons qu'après l'exposé des faits que la compagnie Binz, en comparant les salaires payés à Montmagny dans les autres industries, nous avons été très heureux d'avoir la compagnie Binz
25 pour nous soulager.

-o-o-o-o-o-

PAR MRE GREMBLAY:

J'ai oublié dans mes remarques d'associer les
30 sténographes qui sont peut être ceux qui ont travaillé le plus fort. Ils nous ont donné la trans-

3875

1913

C'est à dire que la compagnie Bank a bien
rempli les fonctions demandées, de donner des
renseignements sur les affaires.

Le 15 Mars 1913, à 11 heures.

Mais et avant d'arriver elle a payé \$100.00 de
salaires, c'est à dire pour une période de 40
jours la compagnie verse \$25.00 par tête dans chaque
famille.

Lorsque la compagnie Bank est venue à Montréal,
nous les principaux citoyens de Montréal, avaient
besoin d'industries nouvelles pour soulager la chô-
mage, on diminuait partout les salaires, et la com-
pagnie Bank a rencontré la demande de la ville de
Montréal. Nous sommes heureux de la féliciter, et
la président de la compagnie Bank a montré son sa-
voir-faire et son initiative, mais étonnement de connaître
et d'expérience, contre de jeunes hommes, car
il ne s'agit pas ici d'une grande compagnie, mais
d'une industrie moyenne, qui est obligée de se battre
contre un monde qui ne lui est pas favorable in-
dustriel, qui ne sont pas capables de faire elles-mêmes
plus.

Nous considérons qu'après l'arrivée de la
compagnie Bank, en commençant les salaires
à Montréal dans les autres industries, nous
avons été très heureux d'avoir la compagnie Bank
pour nous aider.

-o-o-o-o-o-

Il est évident dans ces quelques lignes que
et les autres qui sont dans ces quelques
villes de la ville. Ils nous ont donné la

3973

(HEBERT)

cription fidèle des notes, ils ont travaillé parfois jour et nuit, et je crois qu'affirmer que la transcription de leurs notes représente la photographie des témoignages donné, serait de leur rendre justice.

PAR M^{RE} BEAUREGARD:

Je crois que nous ne puissions laisser Montmagny, sans remercier toutes les personnes qui sont ici, je sais que Monsieur le Maire est ici, et il représente la ville de Montmagny. Lorsque nous avons aperçu la ville, c'était la première journée de soleil depuis notre visite dans Québec. Nous remercions sincèrement les personnes qui ont participé de près ou de loin à l'audition de cette cause, et la bonne volonté mise et de la façon dont ils ont facilité notre travail.

-o-o-o-o-o-o-o-o-

JOSEPH C. HEBERT (Ré-entendu)

Q Voudrez-vous produire comme pièce 222 la liste des salaires que vous avez toujours de la compagnie depuis son origine jusqu'à ce jour.

R Je produis la liste demandée.

Et le dit témoin ne dit rien de plus.

(La Commission s'ajourne à 3.45 P.M. heure solaire).

3273

(HERBERT)

cription fidèle des notes, ils ont travaillé par-
fois jour et nuit, et je crois déclarer que
la transcription de leurs notes représente la
photographie des témoignages donnés, verbaux et
écrits, leur rendre justice.

PAR MRS BRADSHAW:

Je crois que nous ne pouvons laisser Mont-
magny, sans remercier toutes les personnes qui
sont ici, je sais que Monsieur le Maire est ici,
et il représente la ville de Montmagny. Lorsque
nous avons quitté la ville, c'était la première
journee de soleil depuis notre visite dans
Québec. Nous remercions sincèrement les personnes
qui ont participé de près ou de loin à l'addition
de cette cause, et la bonne volonté mise et de la
part de tous les ont facilité notre travail.

--o-o-o-o-o-o-o-o--

JOSEPH C. HERBERT (Ré-entendu)

Vous m'avez produit comme pièce la
liste des salaires que vous avez toujours de la
compagnie depuis son origine jusqu'à ce jour.
Je produis la liste demandée.
Et le dit témoin ne dit rien de plus.
(La Commission s'ajourne à 3.45 P.M. heure
solitaire).

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